



# **SUSTAINABILITY REPORT 2017**

Building A Sustainable Future Together

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*SUTL Enterprise*

**SUTL** 

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# MESSAGE FROM CHAIRMAN AND CEO

The SGX-ST has made it compulsory for all primary listed companies to publish an annual sustainability report with the reporting to take effect for the financial year ending on or after 31 December 2017. SUTL Enterprise is pleased to publish our maiden Sustainability Report, which is guided by the Global Reporting Initiative (“GRI”) ‘GRI G4 Guidelines: Core Option’. With this report, we seek to provide insights into the way we conduct our business while highlighting our environmental, social, governance (“ESG”) and economic performance.

The six areas of materiality we identified and addressed in the report include Corporate Governance, Climate and Disaster Risk Management, Fuel and Energy consumption, Water Management, Wastewater Management and Customer Safety and Security. We will track and review our progress in these areas regularly and we will publish our Sustainability Report annually and work towards external assurance for subsequent Sustainability Reports.

**Lew Syn Pau**  
**Non-Executive Chairman**

**Arthur Tay**  
**Executive Director and Chief Executive Officer**

# ABOUT THIS REPORT

This is SUTL Enterprise Limited (“SUTL”, “The Group”)’s inaugural Sustainability Report (the “Report”). Through this report, the Management aims to reiterate our commitment to sustainability and communicate our progress to all stakeholder groups.

The Report highlights our performance and initiatives in the aspects of Environmental, Social, and Governance (ESG), addressing six prioritized matters material to SUTL and its stakeholders as listed below:

- Corporate Governance
- Climate and Disaster Risk Management
- Fuel and Energy Consumption
- Water Management
- Wastewater Management
- Customer Safety and Security

For each material matter, the relating policies, practices, performances, and targets are reported, in accordance with the internationally recognized Global Reporting Initiatives (“GRI”) G4 Guidelines – “Core” option.

## Reporting Scope

The information included in this Report covers the period from 1 January 2017 to 31 December 2017 (FY2017), with prior year (FY2016) data for comparison, where available. The Report encompasses SUTL’s operations in Singapore under the entities shown in **Figure 1**. Going forward, SUTL will publish its Sustainability Report annually and work towards external assurance for subsequent Sustainability Reports.

▼ **Figure 1: Entities Covered in This Report**



## Contact us

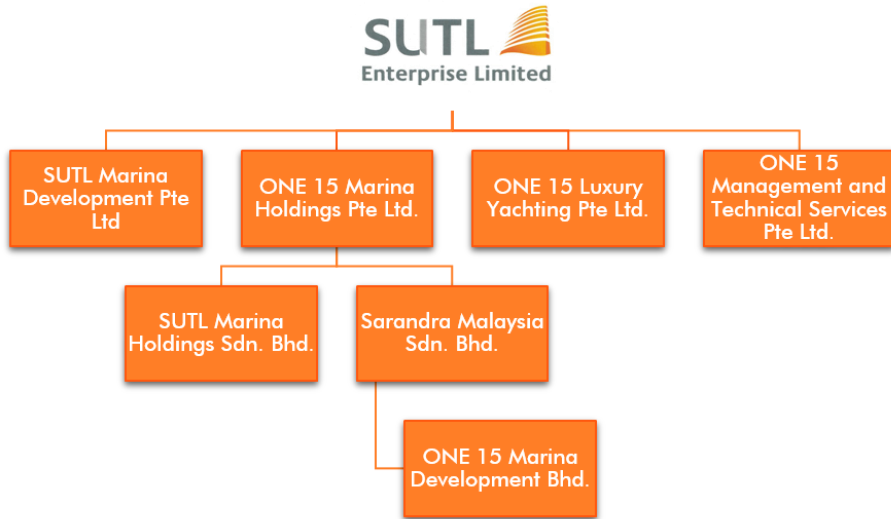
For any queries in relation to this report or other feedback on our sustainability practices, please feel free to write in to [info@sutlenterprise.com](mailto:info@sutlenterprise.com).

# ABOUT SUTL ENTERPRISE

Headquartered in Singapore, SUTL has the vision to be the Leading Premier Integrated Marina Developer. It is the only marina business listed on Singapore Exchange (SGX).

The Group develops infrastructure for integrated marinas and also provides consultancy services for such projects. It operates its own marinas under its proprietary ONE15 brand, as well as those of third parties under management contracts. In addition, the Group owns and operates a yacht chartering business through the subsidiary ONE15 Luxury Yachting, whose fleet comprises more than 40 luxury yachts. The Group's structure is outlined in **Figure 2** below.

▼ **Figure 2: SUTL Enterprise Group Structure as of 31 December 2017**



Besides the ONE<sup>o</sup>15 Marina Sentosa Cove in Singapore, SUTL has expanded its network overseas and currently runs the ONE<sup>o</sup>15 Marina Brooklyn in New York, USA, under a management contract. Its current pipeline includes consultancy and management contracts for marinas in Suzhou and Guishan in China and in Jakarta in Indonesia. It also has equity projects in Puteri Harbour in Iskandar Malaysia and Phuket in Thailand. SUTL's marina network is illustrated in **Figure 3** below.

▼ **Figure 3: SUTL's Marina locations**



## About ONE15 Marina, Sentosa Cove, Singapore

With a mission to be Asia's finest Marina and Leisure hub, ONE°15 Marina Sentosa Cove is designed to go beyond being just a club – it aims to be an unprecedented lifestyle destination. Situated in Sentosa Cove, the prestigious ONE°15 Marina is the crown jewel of Singapore's waterfront lifestyle development and the ultimate yachting hub in the region. Offering world-class marina facilities and breath-taking sea views, ONE°15 is named after its nautical location one degree, fifteen minutes north of the equator. The Club is replete with a comprehensive range of luxurious private club facilities and amenities catering to both boaters and non-boaters alike.

### Marina



Featuring 270 wet berths and 80 dry berths, fully accoutred to accommodate megayachts of up to 200 feet due to its natural deep water basin. The marina also provides state-of-the-

art facilities for all yachting needs, such as 24-hour security, fuel dock, power supply and waste pump-out system.

### Hotel



Rooms are categorized to Marina View Room, which features a panoramic view of the marina, Hill View Room, complete with a decadent bathtub beneath an overhead sunroof, and

the Monte Carlo suite featuring a spacious living area and two bedrooms elegantly furnished with designer pieces.

### Weddings and Meetings



The choice setting for corporate meetings, private events, weddings and solemnizations with the best of both land and sea elements.

### Facilities



The Club provides world-class facilities such as the Spa Rael, a well-equipped Fitness Centre with qualified instructors, tennis court, the designer Infinity Pool as well as an exclusive

Members' Lounge, innerCove. The Club also provides a wide array of courses and workshops for Members and various Club activities and events.

### Dining



LATITUDE Bistro has the casual yet sophisticated ambiance for guests to enjoy local and continental cuisines. Wok15 offers Teochew and Cantonese delicacies with sumptuous

seafood. Other dining choices include Bar Nebula, Boaters' Bar, Pool Bar, and Helios 93 Lobby Bar.

### Yacht Charters



ONE°15 Luxury Yachting was introduced to give guests access to the ultimate seafaring experiences starting from leisure to business. We have a comprehensive fleet

of excellent vessels complete with everything from classic fishing boats to luxurious superyachts.

## Supply Chain

In the reporting period, 50 of our new vendors in Singapore had met the pre-qualification criteria. These vendors include contractors, wholesaler, and licensee, where they are assessed through a stringent set of procedures. The policies for selection of vendors for goods and services are based on:

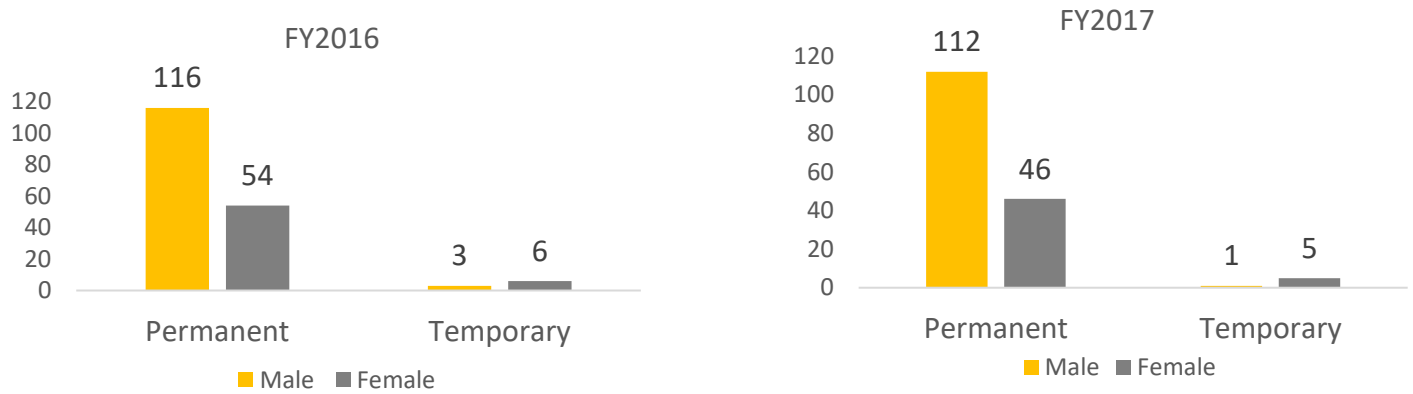
- Quality of products or services
- Quality of after-sale service
- Reliability (goods availability, quality consistency, delivery punctuality)
- Competitiveness of price and payment terms



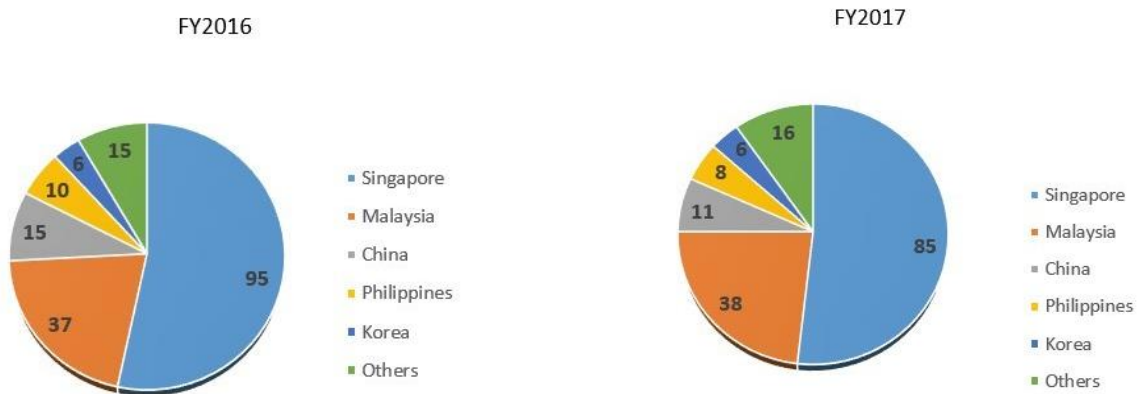
## Our Human Capital

At SUTL, we recognize that people are the most valuable asset to our organization. In this reporting year, we have a total of 164 full-time employees as compared to 179 in the prior year.

▼ **Figure 4:** Shows the total number of full-time employees by employment contract and gender.



▼ **Figure 5:** Shows total number of employees by region



# PERFORMANCE HIGHLIGHTS

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## Environment



- Total gas consumption reduced 5.1% in FY2017 as compared to FY2016
- Total electricity consumption reduced 2.5% in FY2017 as compared to FY2016
- Cost savings of 29% due to reduced energy consumption and lower rates for electricity in FY2017 as compared to FY2016

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## Social



- 100% security personnel received training on human right policies in FY2017
- Zero security breaches detected in FY2017

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## Governance



- Zero non-compliance cases detected, including anti-corruption and anti-competition in FY2017

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## Financial



- Net profit increased 6.2% in FY2017
  - Net profit attributed to shareholders increased by 7.5% in FY2017
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# SUSTAINABILITY IN SUTL

## Stakeholder Engagement

Understanding the concerns of its diverse stakeholder groups is crucial for SUTL to improve its operational and financial performances. Effective communication with the stakeholders will directly contribute to SUTL's ongoing success and its sustainability. With stakeholder engagement as a priority, the management regularly seeks out their views and encourage the stakeholders to raise their concerns using the various channels SUTL that has established. An outline of the primary stakeholders' concerns and the corresponding engagements are tabled below (**Table 1**):

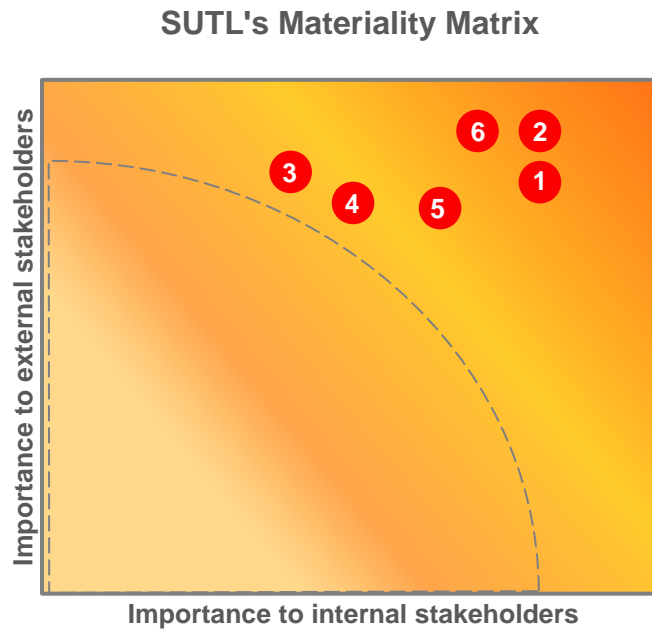
▼ **Table 1: SUTL's Stakeholder Engagement**

Key Stakeholder Groups	Reasons & objectives for the engagement	Stakeholder group focus areas	SUTL's responses to the concerns
Employees	<ul style="list-style-type: none"> <li>To involve all employees to support business operations</li> <li>To retain and nurture talent to support business growth.</li> </ul>	<ul style="list-style-type: none"> <li>Employee communication on business strategies and direction</li> <li>Employees training and development</li> <li>Employee compensation and benefits</li> </ul>	<ul style="list-style-type: none"> <li>Frequent communication sessions via varying platforms</li> <li>Development of staff training syllabus</li> <li>Periodic review of salary and benefit scheme</li> </ul>
Investors	<ul style="list-style-type: none"> <li>To stay connected with investors and keep them updated with current performance and future plans</li> </ul>	<ul style="list-style-type: none"> <li>Timely disclosures</li> <li>The future growth strategy of the business</li> </ul>	<ul style="list-style-type: none"> <li>A timely update on the progression of projects through Annual General Meeting</li> <li>Communication for new projects through half-yearly analyst briefings and press releases</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>To develop effective supply chain network to support business operations through best product quality and cost efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Payment credit days</li> </ul>	<ul style="list-style-type: none"> <li>Prompt payments</li> <li>Regular communications via meetings, emails, and phone calls</li> </ul>
Members	<ul style="list-style-type: none"> <li>To ensure and promote satisfaction to members which are core to the club's existence</li> </ul>	<ul style="list-style-type: none"> <li>Membership cost vs benefit</li> </ul>	<ul style="list-style-type: none"> <li>Frequent engagement with members. Eg. Monthly networking sessions</li> <li>Regular improvement of members benefits Eg. The increase of affiliated clubs</li> <li>Constant maintenance and enhancement of club facilities</li> <li>Annual members satisfaction survey</li> </ul>
Government & Regulators	<ul style="list-style-type: none"> <li>To comply with all relevant laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with government regulations</li> </ul>	<ul style="list-style-type: none"> <li>Stay updated with the laws and regulations</li> <li>Engagement with relevant authorities</li> <li>Audit of compliance policies</li> </ul>
Local Community	<ul style="list-style-type: none"> <li>To protect the interests and concerns of the local community</li> </ul>	<ul style="list-style-type: none"> <li>Environment</li> </ul>	<ul style="list-style-type: none"> <li>Corporate social responsibility programmes</li> </ul>

## Materiality Assessment

The first formal materiality assessment conducted to identify the sustainable matters pertinent to SUTL and its stakeholders was undertaken in 2017 by the management of SUTL, in consultation with a respected independent consultancy. The outcome of the materiality assessment is illustrated in the materiality matrix below (Figure 6), which categorizes the comprehensive list of sustainability matters into comparative levels in terms of probability and severity of the sustainability issue. The results will provide the direction for SUTL to focus on key sustainable risks and opportunities to focus as it strives towards a sustainable future.

▼ Figure 6: SUTL's Materiality Matrix



Mapping Material ESG Matters to GRI-G4 Aspects		
No.	ESG Matters	GRI Aspects
1	Corporate governance	▶ Governance
2	Climate and disaster risk management	▶ Risk management
3	Fuel and energy consumption	▶ Energy
4	Water management	▶ Water
5	Waste water management	▶ Effluents and waste
6	Customer safety and security	▶ Customer health and safety

# CORPORATE GOVERNANCE

For the long-term success of the company, we need to operate sustainably by protecting the environment, steering the growth responsibly, and staying committed to our stakeholders. This is achieved through the leadership of an effective Board and a sound corporate governance framework. The Board works with Management to achieve this objective and the Management remains accountable to the Board. We comply with all relevant local and international laws and regulations including the Code of Corporate Governance 2012 issued by the Monetary Authority of Singapore, and the Company's codes, standards, and policies.

## SUTL Corporate Governance Policy

- SUTL Employee Conduct & Discipline
- ONE°15 Marina Sentosa Cove Club Rules
- Whistle-blower policy

## Vision

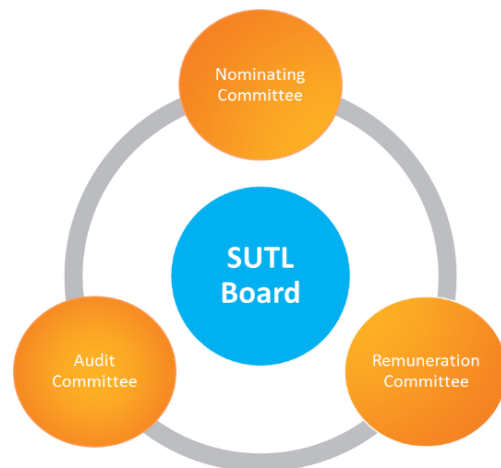
To be the Leading, Premier Integrated Marina Developer, and Operator.

## Values

Our values reflect the defining qualities that brought SUTL the success it enjoys today. At the same time, they also lay the foundation and ideals required to reach greater heights for both the company and quality of life for people in Asia.



▼ Figure 7: SUTL's Value Framework



▼ Figure 8: SUTL's Governance Structure

## Governance structure

The functions of the SUTL Board are either carried out by the Board or delegated to various committees established by the Board, namely, the Audit Committee ("AC"), the Nominating Committee ("NC"), and the Remuneration Committee ("RC"). Each committee has the authority to examine issues relevant to their terms of reference and to make recommendations to the Board for action. The responsibility for decision-making on economic, environmental and social impacts lies with the Board. An illustration of the SUTL's governance structure is presented in **Figure 8** above.

For more information, refer to our Corporate Governance section on pages 18 to 30 of our Annual Report.

# ENVIRONMENTAL STEWARDSHIP

As a leading developer, operator, and consultant of integrated marinas, we acknowledge that we have a vital role to play in protecting the environment through preventing pollution and responsible and sustainable use of resources. With our growing presence around the world, we recognize the critical necessity to align our business with global environmental agenda such as the Paris Climate Agreement to mitigate the potential environmental risks and manage our environmental impact.

## SUTL Environmental Policy

We strive to operate a clean marina whilst maintaining the continuous growth of our business through:

- Preventing pollution, reducing waste and consumption and committing to recovery and recycling
- Identifying, implementing and promoting ways to improve efficient use of resources, including energy and water
- Identifying materials, processes, products, and wastes that cause or may cause pollution and implementing measures to avoid, reduce or control pollution when technically and economically viable
- Working in partnership with our staff, suppliers, boaters, and patrons to create a clean and sustainable marina
- Complying with applicable environmental laws and regulations and other requirements that we subscribe to
- Continually enhancing and improving the Environmental Management System to ensure that it is appropriate and effective in helping us achieve our environmental goals

## Climate and Disaster Risk Management

At SUTL, we classify risks related to climate change and disaster as a business interruption risk. Should an unfortunate event occur, it may compromise the soundness of facility structure, disruption to the marina operations, a fall in members numbers which may all lead to negative impact on our business continuity.

A risk management system has been established in SUTL to manage the risks and safeguard shareholders' interests and the company's assets. The duties and responsibilities associated with risk management are carried out by the Audit Committee (AC) and overseen by the Board.

For more details of duties and responsibilities of AC regarding risk management, refer to our Corporate Governance section on pages 27 to 29 of our Annual Report.



**CASE STUDY. Emergency preparedness**

To ensure our staff are familiar with the emergency exits and assembly points, the Fire Safety Committee – led by Fire Safety Manager Peter Tay – conducted a fire drill Exercise on 8 November 2017 at SUTL House to practice the fire evacuation procedures.

ONE°15 Marina Sentosa Cove also conducted its own fire drill on 28 September 2017 to ensure that its staff, members and boaters remain calm and evacuate efficiently in the event of a fire.

**SUTL HOUSE FIRE DRILL ON 8 NOVEMBER 2017**



**ONE 15° MARINA SENTOSA COVE FIRE DRILL ON 28 SEPTEMBER 2017**



## Fuel and Energy Consumption

We are committed to conserving fuel and energy across our operations, be it marina, hotel, restaurants or Meetings, Incentives, Conferencing, Exhibitions (MICE). As we expand our operations across the globe, we acknowledge the greater need for us to manage natural resources, especially fuel. Rising costs of fuel and electricity have further encouraged us to place greater efforts in minimizing our environmental footprint. The following targets translate our commitments in fuel and energy reduction (**Table 2**).

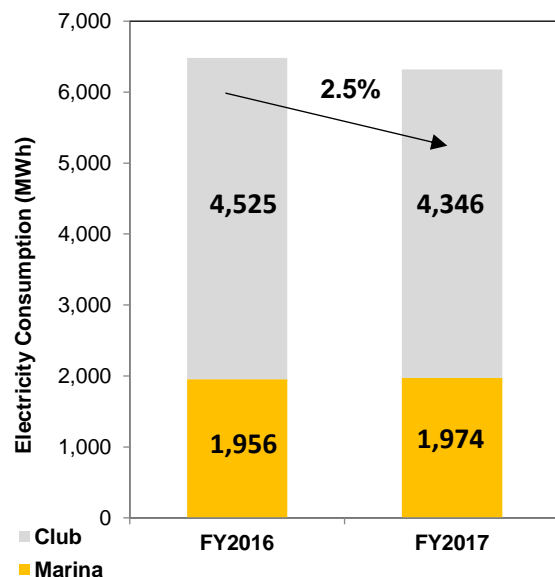
▼ **Table 2: SUTL's Fuel and Energy Consumption Targets for FY2017 and FY2018**

Focus Area	FY2017		FY2018	
	Targets	Performance	Targets	Action Plans
Achieving fuel and energy reduction (Electricity and Gas)	<ul style="list-style-type: none"> <li>1.5% reduction in the consumption of both gas and electricity</li> </ul>	<ul style="list-style-type: none"> <li>5.1% reduction in the consumption of gas</li> <li>2.5% reduction in the consumption of electricity</li> </ul>	<ul style="list-style-type: none"> <li>1.5% reduction in the consumption of both gas and electricity</li> </ul>	<ul style="list-style-type: none"> <li>To continue to monitor and analyze energy consumption every month</li> <li>To replace ordinary light bulbs with energy saving Light-emitting diode (LED) light bulbs</li> <li>To review the existing air-conditioner capacity</li> <li>To continue leverage on new technology to improve energy consumption</li> <li>To continue to instill an energy-saving culture</li> </ul>

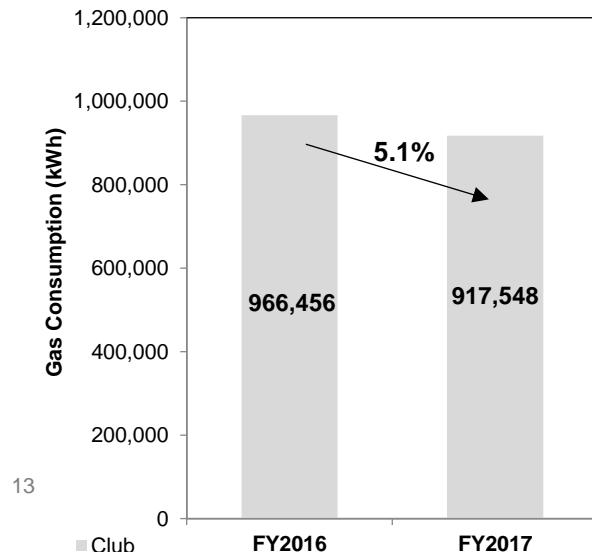
At SUTL, energy consumed is mainly derived from gas and electricity. Gas is used in the kitchens and electricity supports most of our operations. The Engineering and Facilities team puts their utmost efforts in understanding the present use to identify the opportunities where reductions of environmental footprint could be achieved. We ensure that all our energy use is monitored by our Engineering and Facilities team every month. Their achievements and performance are detailed below.

In FY2017, the electricity consumption level at marina and club remained relatively stable (**Figure 9**). This was also observed for the use of gas at restaurants (**Figure 10**) despite the higher number of covers observed this year with the aid of energy saving measures put in place during the year. **Table 3** provides details on these initiatives.

▼ **Figure 9: Electricity Consumption**



▼ **Figure 10: Gas Consumption**



▼ **Table 3: Fuel and Energy Conservation Initiatives in FY2017**

Selected fuel and energy conservation initiatives in FY2017	
Location	Description of Initiatives
<b>Club (i.e. Hotel, restaurants and MICE)</b>	<ul style="list-style-type: none"> <li>• Replacement of centralized air-conditioner to energy efficient individual air-conditioner at selected areas of the club</li> </ul>
<b>Marina</b>	<ul style="list-style-type: none"> <li>• Continuous education for employees on the efficient use of energy</li> </ul>

## Water Management

Water remains as a key resource to be managed, as it is a crucial asset at our marina. Our Engineering and Facilities team tracks our water consumption using a method similar to how they manage our fuel and energy consumption level. Besides identifying areas where water consumption could be reduced, the quality of water supplied in our marina is also tracked.

Currently, all water consumed at SUTL is sourced from Public Utilities Board (PUB) and its consumption level is monitored through the two main water meters at the club (i.e. hotel, restaurants, and MICE areas) and marina. In order to further minimize our environmental footprint, our team plans to expand the number of water meters for better monitoring. These additional water meters are to be installed in areas with high water consumption level.

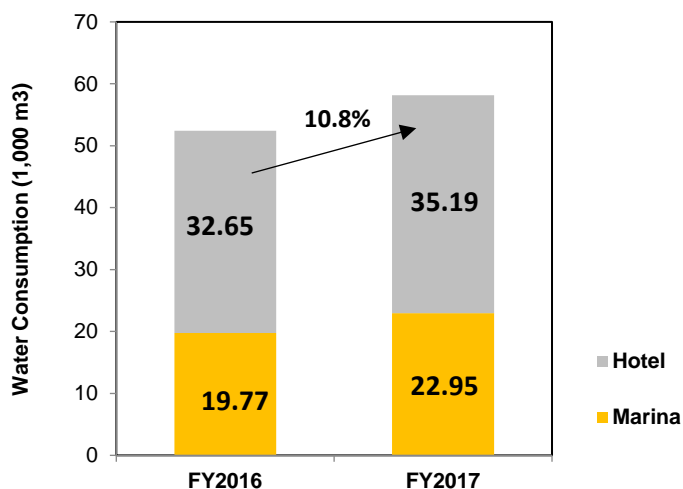
In 2017, despite committing to the targets as detailed in the table below (**Table 4**), our water consumption level has increased as seen in the water consumption charts below (**Figure 11**). This is due to up keeping of building and lift, activation of sprinkler water, accidental pipe leaks, and emptying and subsequent refilling of the swimming pool water due to refilling works in June 2017. Nonetheless, we continue to work towards minimizing our water consumption. Our forthcoming year's target remains unchanged from 2017.

▼ **Table 4: Water Consumption Targets for FY2017 and FY2018**

Focus Area	FY2017		FY2018	
	Targets	Performance	Targets	Action Plans
<b>Water Management</b>	<ul style="list-style-type: none"> <li>• 1.5% reduction in water consumption</li> </ul>	<ul style="list-style-type: none"> <li>• 10.8% increase in water consumption</li> </ul>	<ul style="list-style-type: none"> <li>• To maintain the level of water consumption</li> </ul>	<ul style="list-style-type: none"> <li>• To install additional water meters for close monitoring of the water usage</li> <li>• To complete existing replacement exercise for the remaining 18 wash hand basin taps in public and gym toilets to self-closing type</li> </ul>



▼ **Figure 11: Water Consumption**



▼ **Table 5: Water Management Initiatives in FY2017**

Selected water management initiatives in FY2017	
Name of Properties	Description of Initiatives
Club (i.e. Hotel, restaurants and MICE)	<ul style="list-style-type: none"> <li>Replacement of 24 out of 42 existing wash hand basin taps in public and gym toilets to self-closing type</li> </ul>

## Wastewater Management

Singapore is a commercial hub and our marina continues to host many visiting yachts. Currently, the marina has reached its maximum capacity for live-aboard boaters. To sustain our high-in-demand marina, we continue to undertake meticulous approach in maintaining the water quality surrounding the yachts by providing wastewater pump discharge service to yacht owners. Through our joint efforts with our boaters, we aim to provide a conducive environment to our visitors and members.

SUTL places utmost priority on managing oil spills to prevent any harm to our environment and the community. Notwithstanding our robust internal oil spill preventive system, we encountered one oil spill incident this year (Table 6). Approximately 100 liters of diesel was leaked in a location near Berth T01B. As guided by our emergency response procedures, immediate actions were taken to minimize the environmental impact by deploying 75 liters of drum redox oil spill dispersant, 50 absorbent pads, and an oil spill boom.

▼ **Table 6: Wastewater Management Targets for FY2017 and FY2018**

Focus Area	FY2017		FY2018	
	Targets	Performance	Targets	Action Plans
Prevention of oil spills	<ul style="list-style-type: none"> <li>0 spills</li> </ul>	<ul style="list-style-type: none"> <li>1 spill</li> </ul>	<ul style="list-style-type: none"> <li>0 spills</li> </ul>	<ul style="list-style-type: none"> <li>To continue to instill an environmentally conscious culture that focuses on preventing oil spills in the marina</li> </ul>

CASE STUDY. ONE°15 Marina Eco Dive

ONE°15 members and SUTL/ONE°15 staff took to cleaning up the Marina together at the Eco Dive held on Sunday, 3<sup>rd</sup> September 2017. The event gathered many enthusiastic volunteers like club members and staff for the afternoon, who were eager to do their part in keeping the marina and its waters clean. Certified divers scoured the seabed of the Marina for debris, while the non-divers scooped up floating litters from the marina.



# SOCIAL COMMITMENT

## Customer Safety and Security

Branded as a marina and leisure hub providing luxurious hospitality and marina services in Singapore, club members and patrons’ safety and security are of utmost importance and will always remain a top priority of SUTL operations. Safety and security here encompass the prevention of accidents that could endanger customers’ health and well-being, at the same time include the deterrence of any potentially unlawful behaviors.

At SUTL, we believe in three essential elements of customer safety and security – Regulatory Compliance, Precautionary Approach and Effective Continuous Training (Figure 12). These elements are closely knitted together to protect our guests from potential safety and security issues and are inculcated strongly into our daily operations in Singapore.

▼ Figure 12: SUTL’s Safety and Security Approach



SUTL Customer Safety and Security Policies comprise of ONE°15 Marina Sentosa Cove Club Rules and Management and Operational policies for the safety and security of our guest rooms, public areas, and back house areas.

### Regulatory Compliance

To keep our members and guests free from injuries and accidents and to allow them to enjoy a safe environment, SUTL has ensured that its facilities and operations in Singapore are fully in compliance with rules and regulations from relevant authorities.

▼ Table 8: SUTL’s compliance to Safety & Security Regulations and Standards

Service / Products	Safety standards / Regulations	Process for assessment of safety
Swimming pools	Water test – mandatory	External Audit
Clubhouse	Structure test - mandatory	External Audit
Food & Beverage	NEA License - mandatory	External Audit
Gym - Personal Training	Certification	Internal Audit

### Precautionary Approach

The Management has spared no effort in covering every corner of the premises, through the implementation of Management and Operational Policies (MOPs). Various precautionary practices are in place including:

- Policies and practices are in place to minimize the "presence" and "patronage" of shady characters and criminals
- Security gates are installed at the entrance to the marina to prevent unauthorized access
- Verification of personal documentations during member registration and guest check-in
- Curtailing free movement of unknown persons on the premises
- CCTV is constantly monitored 24/7 by our security team to uphold safety at all times
- For any works to be carried out at the club, the department concerned must seek clearance and approval from Security before work is allowed to be carried out
- Direct and free-flowing communications with local authorities
- Employment and deployment of security team (In-house and outsourced)

### Effective Continuous Training

To give all our members and guests' peace of mind, our security goes through regular training and all the security personnel are properly certified to perform their roles in a proper and effective manner. Clear SOPs have also been put in place for security personnel so that they can have a better understanding of their duties and be able to attend to any emergencies or incidents.

All security personnel has received formal training on SUTL's human right policies and safety procedures. In addition, all security and marina staff have also received first aid training so as to appropriately and quickly respond to emergency situations.

As a continual effort in sustaining SUTL's safety track record, the Management has been consistent in reviewing performance and setting out new targets, as shown below (**Table 7**):

▼ **Table 7: SUTL's Safety and Security Targets for FY2017 and FY2018**

Focus Area	FY2017		FY2018	
	Targets	Performance	Targets	Action Plans
<b>Regulatory Compliance</b>	<ul style="list-style-type: none"> <li>• Zero non-compliance cases</li> </ul>	<ul style="list-style-type: none"> <li>• Zero non-compliance cases</li> </ul>	<ul style="list-style-type: none"> <li>• Zero non-compliance cases</li> </ul>	<ul style="list-style-type: none"> <li>• Stay abreast of recent laws and regulations</li> </ul>
<b>Precautionary Approach</b>	<ul style="list-style-type: none"> <li>• Increase CCTV coverage of the Marina</li> <li>• '0' breach</li> </ul>	<ul style="list-style-type: none"> <li>• 3/4 of marina covered</li> <li>• '0' breach detected</li> </ul>	<ul style="list-style-type: none"> <li>• Provide full CCTV coverage of the Marina</li> <li>• '0' breach</li> </ul>	<ul style="list-style-type: none"> <li>• Complete CCTV coverage as planned</li> </ul>
<b>Effective Continuous Training</b>	<ul style="list-style-type: none"> <li>• All security and marina staff are first aid trained</li> </ul>	<ul style="list-style-type: none"> <li>• Done</li> </ul>	<ul style="list-style-type: none"> <li>• Renewal of expiring certification</li> <li>• Expand the pool of first aid trained staff beyond security and marina</li> </ul>	<ul style="list-style-type: none"> <li>• Identification of certification renewal needs</li> <li>• Capacity building workshop</li> <li>• Organise more first aid training</li> </ul>



# GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GENERAL STANDARD DISCLOSURES		
DISCLOSURE	DESCRIPTION	CROSS-REFERENCE / DIRECT ANSWER
<b>STRATEGY &amp; ANALYSIS</b>		
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	MESSAGE FROM CHAIRMAN AND CEO
<b>ORGANIZATIONAL PROFILE</b>		
G4-3	Name of the organization	ABOUT SUTL ENTERPRISE
G4-4	Primary brands, products, and/or services	ABOUT SUTL ENTERPRISE
G4-5	Location of organization's headquarters	100J Pasir Panjang Road #05-00 SUTL House Singapore 118525
G4-6	Number of countries where the organization operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	ABOUT SUTL ENTERPRISE
G4-7	Nature of ownership and legal form	ABOUT SUTL ENTERPRISE
G4-8	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	ABOUT SUTL ENTERPRISE
G4-9	Scale of the reporting organization	ABOUT SUTL ENTERPRISE
G4-10	Total workforce by employment type, gender, employment contract and region	ABOUT SUTL ENTERPRISE
G4-11	Percentage of employees covered by collective bargaining agreements	ABOUT SUTL ENTERPRISE
G4-12	Description of the organization's supply chain	ABOUT SUTL ENTERPRISE
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	ABOUT SUTL ENTERPRISE
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	ENVIRONMENTAL STEWARDSHIP: Climate and Disaster Risk Management
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Earth Hour (25 Mar 2017) Fish Friendly Marina - Level 4 Clean Marina ISO140001 (6 April 2016)
G4-16	Memberships in associations (such as industry associations)	Member of The Yacht Harbour Association (2016/2017) Member of Marina Industries Association (2016/2017)
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
G4-17	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures (list all entities in the consolidated financial statements)	ABOUT SUTL ENTERPRISE
G4-18	Process for defining report content and the aspect boundaries and explain how the reporting principles have been implemented	SUSTAINABILITY IN SUTL: Materiality Assessment
G4-19	List all material aspects identified	SUSTAINABILITY IN SUTL: Materiality Assessment

GENERAL STANDARD DISCLOSURES		
DISCLOSURE	DESCRIPTION	CROSS-REFERENCE / DIRECT ANSWER
G4-20	The aspect boundary within the organization: whether the aspect is material within the organization; the list of entities included in G4-17 for which the aspect is or is not material; specific limitation regarding the aspect boundary within the organization	ABOUT THIS REPORT: Reporting Scope
G4-21	The aspect boundary outside the organization: whether the aspect is material outside the organization; the list of entities for which the aspect is material relate to geographical location; specific limitation regarding the aspect boundary outside the organization	ABOUT THIS REPORT: Reporting Scope
G4-22	Explanation of the effect of any restatements	N/A
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	N/A
STAKEHOLDER ENGAGEMENT		
G4-24	List of stakeholder groups engaged by the organization	SUSTAINABILITY IN SUTL: Stakeholder Engagement
G4-25	Basis for identification and selection of stakeholders with whom to engage	SUSTAINABILITY IN SUTL: Stakeholder Engagement
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	SUSTAINABILITY IN SUTL: Stakeholder Engagement
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting; report the stakeholder groups that raised each of the key topics and concerns	SUSTAINABILITY IN SUTL: Stakeholder Engagement
REPORT PROFILE		
G4-28	Reporting period	ABOUT THIS REPORT: Reporting Scope
G4-29	Date of most recent previous report	N/A
G4-30	Reporting cycle	ABOUT THIS REPORT: Reporting Scope
G4-31	Contact point for questions regarding the report or its contents	ABOUT THIS REPORT: Contact us
G4-32	A. Report the 'in accordance' option the organization has chosen B. Report the GRI content index for the chosen option	ABOUT THIS REPORT
G4-33	Policy and current practice with regard to seeking external assurance for the report	ABOUT THIS REPORT: Reporting Scope
GOVERNANCE		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	CORPORATE GOVERNANCE: Governance structure
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities	CORPORATE GOVERNANCE: Governance structure
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	CORPORATE GOVERNANCE: Governance structure
G4-DMA	Why is corporate governance a material issue, what are the policies, commitments, and responsibilities to manage this issue?	CORPORATE GOVERNANCE

GENERAL STANDARD DISCLOSURES		
DISCLOSURE	DESCRIPTION	CROSS-REFERENCE / DIRECT ANSWER
<b>ETHICS AND INTEGRITY</b>		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	CORPORATE GOVERNANCE: Values
<b>ENVIRONMENTAL</b>		
G4-DMA	Why climate change and disaster risk management is a material issue, what are the policies, commitments, and responsibilities to manage this issue?	ENVIRONMENTAL STEWARDSHIP: Climate and Disaster Risk Management
G4-DMA	Why is fuel and energy consumption a material issue, what are the policies, commitments, and responsibilities to manage this issue?	ENVIRONMENTAL STEWARDSHIP: Fuel and Energy Consumption
G4-EN3	Energy consumption within the organization	ENVIRONMENTAL STEWARDSHIP: Fuel and Energy Consumption
G4-DMA	Why water management is a material issue, what are the policies, commitments, and responsibilities to manage this issue?	ENVIRONMENTAL STEWARDSHIP: Water Management
G4-EN8	Total water withdrawal by source	ENVIRONMENTAL STEWARDSHIP: Water Management
G4-DMA	Why wastewater management is a material issue, what are the policies, commitments, and responsibilities to manage this issue?	ENVIRONMENTAL STEWARDSHIP: Wastewater Management
G4-EN24	Total number and volume of significant spills	ENVIRONMENTAL STEWARDSHIP: Wastewater Management
<b>SOCIAL</b>		
G4-DMA	Why customer safety and security is a material issue, what are the policies, commitments, and responsibilities to manage this issue?	SOCIAL COMMITMENT: Customer Safety and Security
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	SOCIAL COMMITMENT: Customer Safety and Security: Effective Training