

YINDA INFOCOMM LIMITED

SUSTAINABILITY REPORT 2019



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*This Sustainability Report has been reviewed by the Company's Sponsor, SAC Capital Private Limited (the "**Sponsor**"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**Exchange**") and the Exchange assumes no responsibility for the contents of this Sustainability Report including the corrections of any of the statements or opinions made or reports contained in this Sustainability Report.*

The contact person for the Sponsor is Mr Ong Hwee Li (Tel: 6232 3210) at 1 Robinson Road, #21-00, AIA Tower, Singapore 048542.

BOARD STATEMENT

We are pleased to present the Sustainability Report of Yinda Infocomm Limited (“**Yinda Infocomm**”, or the “**Company**” and together with its subsidiaries, the “**Group**”) for the financial year ended 31 May 2019 (“**FY2019**”). This report is prepared in compliance with the Rules 711A and 711B of the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”)(“**Catalist Rules**”), and is referenced to the guidance set out in SGX-ST’s Sustainability Reporting Guide under Practice Note 7F of the Catalist Rules. This Sustainability Report is prepared based on the Guidelines of the Global Reporting Initiative (“**GRI**”) Standards: Core Option. We have chosen to report using the GRI Standards because it is an internationally recognised reporting framework that covers a comprehensive range of sustainability disclosures.

This report highlights the key economic, environmental, social and governance (“**EESG**”) related initiatives carried throughout the 12-month period, from 1 June 2018 to 31 May 2019. For this report, we will be focusing on our sustainability approach, initiatives and performance in respect of the Group’s operations in Singapore. The Group intends to expand the scope of its sustainability report in the future to include its sustainability practices in other geographical regions, including Thailand and Philippines as the Group expands in those markets. The Group adopts the precautionary principle to minimise negative effects of conducting its business whenever feasible.

Sustainability is a part of the Group’s wider strategy to create long-term value for all its stakeholders. As such, the key material EESG factors for the Group have been identified and cautiously reviewed by the management. The data and information provided have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure the accuracy of the data and information provided. Where required and as the Group’s sustainability reporting matures, the Group will consider seeking external independent assurance for its sustainability report. The Board of Directors (the “**Board**” or “**Directors**”) oversees the management and monitoring of the material EESG factors affecting the Group and considers them in the determination of the Group’s strategic direction and policies while the key management team are responsible for the implementation of sustainability initiatives.

We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to consistently improve our policies, systems and results. Please send your comments and suggestions to contact@yinda.com.sg.

31 October 2019

ORGANISATIONAL PROFILE

CMC Infocomm Limited was listed in August 2015 on the Catalist board of the SGX-ST. The Group was acquired by Yinda Pte. Ltd. through a mandatory general offer on 20 June 2017. The Group has subsequently been rebranded as Yinda Infocomm Limited with effect from 26 September 2017, to align with the parent company common identity which bodes well for corporate branding purposes.

Yinda Pte. Ltd. is a wholly owned subsidiary of Shanghai Yinda Science and Technology Industrial Co. Ltd. (“**Shanghai Yinda**”). Shanghai Yinda is in turn held by Shanghai Yinda Technology Group Co. Ltd. (“**Shanghai Yinda Group**”). Shanghai Yinda Group is engaged in the information technology, telecommunications and related businesses. Yinda Pte. Ltd. currently holds 120,437,180 shares, representing approximately 79.23% of the total number of issued shares of the Company.

The Group is a regional integrated and innovative communication solutions and services provider with operations in Singapore, Thailand, Philippines and Malaysia. Over the years, the Group has established a firm reputation in providing consistent and reliable solutions and services. With over 20 years of experience in the telecommunications industry, Yinda Infocomm has completed numerous projects in Singapore, Philippines and Thailand since 2011.

Our capabilities include:

IN-BUILDING COVERAGE

Provision of full turnkey in-building coverage services from planning and design to construction and implementation of customers’ indoor mobile network infrastructure;

OUTDOOR CONSTRUCTION

Provision of full turnkey services from planning and design to construction and implementation of customers’ outdoor mobile network infrastructure;

TELECOMMUNICATIONS IMPLEMENTATION

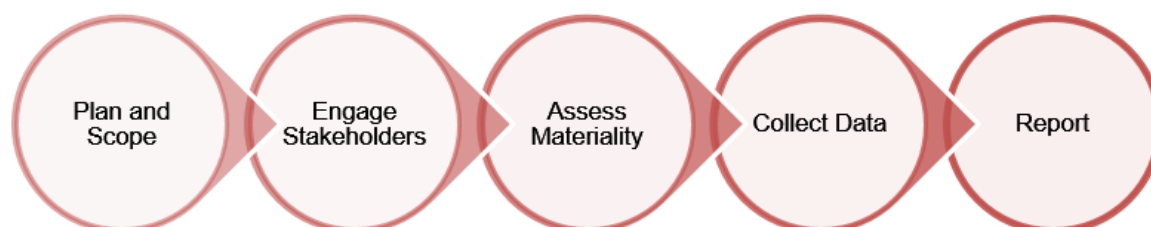
Provision of telecommunications implementation works for the installation and commissioning of radio base transceiver stations; and

MAINTENANCE SERVICES

Provision of corrective and preventive maintenance services to ensure network reliability and minimal network disruptions.







SUSTAINABILITY APPROACH

OUR SUSTAINABILITY METHODOLOGY



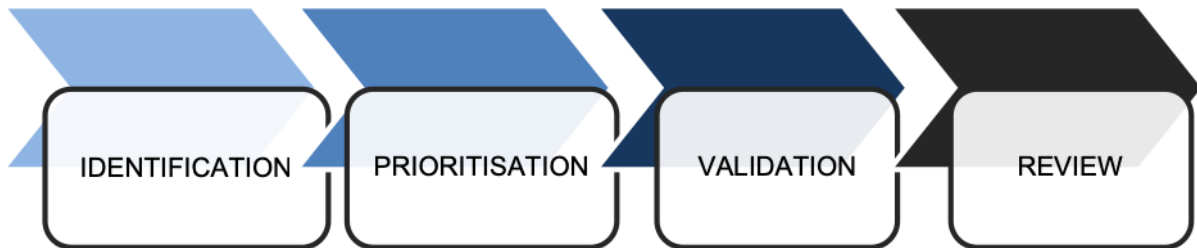
STAKEHOLDERS ENGAGEMENT

An important starting point in our sustainability journey is to identify our stakeholders and material aspects relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies. These key stakeholders include, but are not limited to, customers, suppliers, shareholders, employees, and regulators. We adopt both formal and informal channels of communication to understand the needs of key stakeholders, and incorporate these into our corporate strategies to achieve mutually beneficial relationships.

Stakeholders	Engagement Platforms	Frequency	Key Concerns Raise
 Suppliers	Vendor assessment	Annually	Joint development Contracts fulfilment Fair and transparent procurement
	Emails/Calls	Continuously	
	Face-to-face meetings	Continuously	
 Shareholders	Annual General Meeting/ Extraordinary General Meeting	Annually and when required	Ensure compliance with SGX rules and regulations Realise healthy growth Timely and adequate disclosures and updates
	Annual report	Annually	
	Announcement	Continuously	
	Websites-investor relationship	Continuously	
 Customers	Face-to-face meetings	Continuously	Quality Service Rights protection
	Email feedback	Continuously	
	Customer cold calls	Continuously	
 Employees	Staff appraisal	Continuously	Guarantee of basic rights and interest Employee capabilities and career development
	Whistle blowing policy updates	Annually	
	Department & management meetings	Continuously	
	Staff engagement sessions	Continuously	
 Board	Board meetings	Half yearly	Financial sustainability and business viability of operations Regular updates on operational activities
	Board circulation via e-mails	Continuously	
 Government and Regulators	Regular reports	Continuously	Strengthen safety management Compliance with regulations
	Websites	Continuously	
	Calls	Continuously	

MATERIALITY ASSESSMENT

Our sustainability reporting process begin with the identification of relevant aspects. The relevant aspects are then prioritised to identify material factors which are subjected to validation. The end result of this process is a list of material factors disclosed in the Sustainability Report. Process of which are as shown below:



The Group has conducted a materiality assessment during the year. We engaged our employees from different departments and sought their feedback for ranking of these topics according to priority. Going forward, materiality review will be conducted every year, incorporating inputs gathered from stakeholders' engagements.

In order to determine if an aspect is material, we assessed its potential impact on the economy, environment and society and its influence on the stakeholders. Applying the guidance from GRI, we have identified the following as our material aspects:



ECONOMIC

ECONOMIC PERFORMANCE

Yinda Infocomm firmly believes that focusing on financial sustainability is critical and we are fully committed to the highest standards of corporate governance. The Group's basic principle is that long-term profitability and shareholders' value is ensured by taking into account the interests of all stakeholders, such as shareholders, employees, suppliers and society as a whole.

FY2019 has been a significant year, as this is the first financial year after the IPO in FY2015 that the Group has turned profitable, as well as achieve a revenue growth of 29.2% as compared to FY2018. The Board led the management team through several rounds of corporate restructuring and improvements, including improvement of project delivery capabilities, manpower productivity and optimisation of workflow. The Group faces various challenges in the telecommunication industry, and we will continuously improve our productivity by improving our project delivery.

For FY2019, with several projects completed in the second half of FY2019, as well as the result of the Group increasing its marketing and operational activities across the regions, the Group recorded a higher revenue of S\$18.0 million as compared to S\$13.9 million (restated) in FY2018, representing an increase of S\$4.1 million or 29.2%. The restatement of revenue for FY2018 resulted in a decrease of revenue by S\$2.8 million due to the adoption of SFRS(I)15.

The increase in revenue was mainly attributed to the Telecommunication Implementation projects of S\$2.6 million in Singapore, increase in Networking Planning Optimisation projects in Singapore, Thailand and Philippines of S\$1.1 million, S\$0.8 million and S\$0.5 million respectively, partially offset with the decrease in In-Building Construction projects across the Group of approximately S\$0.9 million.

FUTURE PROSPECTS

While the entrance of a fourth telecommunications operator and the transition of Singapore to a digital economy may create new opportunities, the Group remains cautious amid the prevailing economic uncertainties. The Group may face continuous pressure on its margins as competition is expected to remain in the telecommunication environment. However, the Group is actively taking steps to manage its costs and streamline its business processes so as to achieve cost and operational optimisation.

The Group will continue to focus its efforts in servicing its existing customers based in Singapore, Thailand and Philippines, as well as to explore new markets.

For detailed financial results, please refer to our FY2019 Annual Report, pages 48 to 113.

ANTI-CORRUPTION

We do not tolerate corruption in any form and strive to conduct our business with utmost integrity and transparency. This has been made clear to all of the Group's Directors, officers and employees. The Directors and senior management team have attended the relevant trainings provided by Singapore Institute of Directors which inculcated business ethics and integrity while the rest of the employees in Singapore have been briefed by a legal advisor from Shanghai Yinda Group on the expectations and importance of maintaining a zero-corruption practise. Our whistleblowing email was set up so that anyone who wants to report any issue on corruption can do so confidentially. Any report of corruption will be escalated to the attention of the Audit Committee ("**AC**").

There were no reported incidents of corruption during FY2019 (FY2018: Nil).

Whistleblowing Policy

The Group has implemented a whistleblowing policy. The policy aims to provide an avenue for employees and external parties to raise concerns about misconduct or improprieties in the Group and at the same time assure them that they will be protected from victimisation for whistleblowing in good faith. Cases that are significant are reviewed by the AC for adequacy of investigation actions and resolutions. The Company has provided the email address – whistleblow@yinda.com.sg which is accessible by the Lead Independent Director on the Company's website to allow external parties to raise any concerns they may have.

There were zero whistleblowing cases in FY2019 (FY2018: Nil).

Our goal is to maintain zero incidences of corruption. We will regularly review our whistleblowing and anti-corruption policies.

ENVIRONMENTAL

Yinda Infocomm endeavors to minimise the potential impact of our operations on the environment. We are committed to reduce any carbon footprint and consumption of natural resources in all possible aspects of business operations. We encourage the use of renewable materials and resources, and where possible, reduce waste through re-using and recycling. We avoid any unnecessary use of hazardous materials and products and take all reasonable steps to protect the environment when such materials must be used, stored or disposed of.

ENVIRONMENTAL COMPLIANCE

Here at Yinda Infocomm, we view compliance with relevant codes and regulations on environmental issues as mandatory. The Group has implemented policies and procedures designed to ensure compliance with the relevant laws and regulations and prevent environmental pollution and resource depletion with due diligence. We have compiled a Legal & Other Requirements Register for relevant legal and other requirements that the Group needs to comply with. For example, we are in compliance with the Environmental Public Health Act and Regulations, Environmental Protection and Management Act and Regulations and Smoking Act. We have taken steps at all work sites to ensure the requirements are met throughout the duration of the projects.

In FY2019, there were zero incidences of non-compliance with laws and regulations resulting in significant fines or sanctions. . (FY2018: Nil).

We aim to fully comply with all environmental rules and regulations.

SUPPLIER ENVIRONMENTAL ASSESSMENT

Yinda Infocomm will continue to reduce its environmental impact and encourage its stakeholders, such as suppliers and trading partners, to meet the same expectations. The Group also performs an assessment when screening new vendors to check that they are providing high quality and green products. The procurement team is responsible for gathering and verifying information on new suppliers in terms of quality of products and services, having resources to meet requirements, responsiveness of the vendor or subcontractors, product certification and records, et cetera.

The Group aspires to continuously promote and integrate sustainability in our business operations and taking stakeholders' interest in our consideration. EESG factors are integrated in our value and supply chain as our sustainability efforts progressively mature. Moreover, Yinda Infocomm pledges to uphold sustainable business practices across its supply chain, from our subsidiaries to suppliers. The Group trusts that sustainable supply chain management drives organizational excellence and delivers desirable business results to the stakeholders. This includes completion of "Supplier Evaluation Procedure" to reduce the risk that a supplier's products do not meet the Company's requirements. We will make an annual assessment for the key suppliers to ensure that there are multiple suppliers for

important telecommunications equipment or materials and to ensure the stability of the supply of goods to further reduce the procurement risks.

Going forward, our target is to ensure that all new suppliers will be screened and selected in accordance to their conduct which can be evaluated against an environmental assessment.

SOCIAL

The employees of the Group are one of the most important assets to the Group. Their contributions and support are valued at all times. As such, we conduct regular reviews on compensations and benefit policies according to industry benchmark, financial results as well as individual performance of employees. Other fringe benefits and pension funds contributions are provided to retain loyal employees with the aim to form a professional staff and management team that can bring the Group to new levels of success. Staff satisfaction is evident with the lower staff turnover during FY2019. Furthermore, the Group places great emphasis on the training and development of employees and regards excellent employees as a key factor in remaining competitive.

We respect human rights and support the elimination of all forms of forced and compulsory labour, especially child labour. The Group does not tolerate any discrimination in respect of employment and occupation.

DIVERSITY AND EQUAL OPPORTUNITY

A diverse workforce is an asset in today's ever-changing global marketplace. We cultivate an inclusive culture where employees with wide-ranging backgrounds and qualities are highly motivated, engaged and connected. We do not discriminate one's race, age, gender, religion, ethnicity, disability or nationality.

As at 31 May 2019, we had a workforce of 110 (FY2018:113) full-time, permanent employees for our operations in Singapore. Our headcounts were distributed as follows:

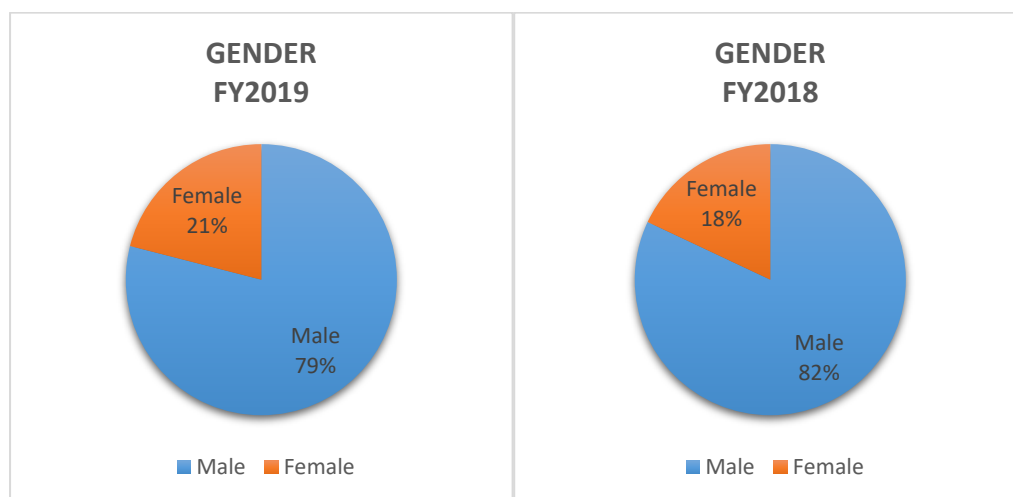


Figure A: Headcount distribution by gender FY2019

Figure B: Headcount distribution by gender FY2018

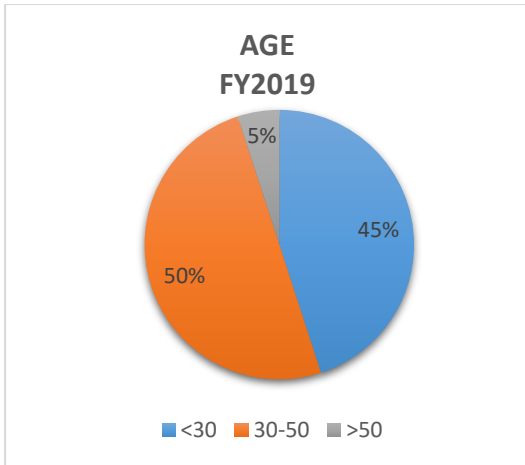


Figure C: Headcount distribution by age FY2019

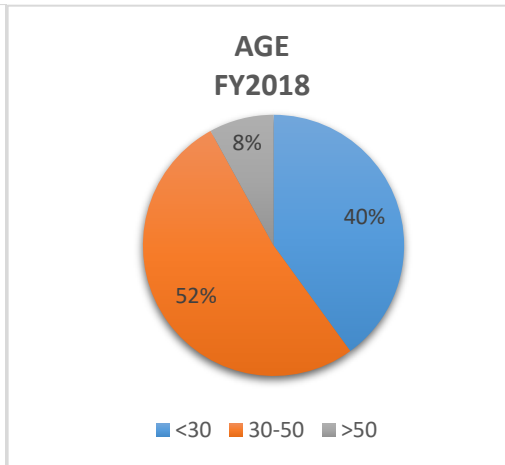


Figure D: Headcount distribution by age FY2018

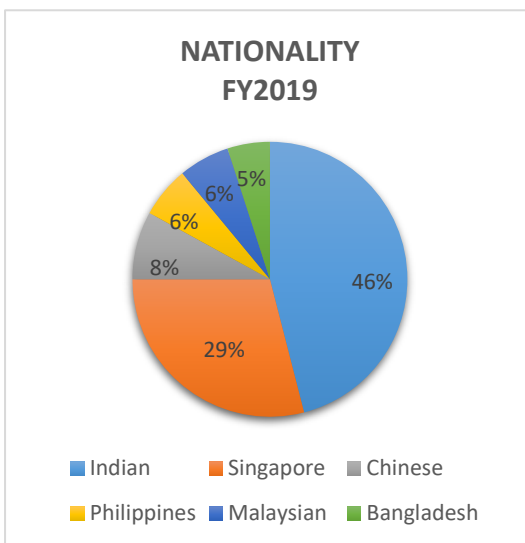


Figure E: Headcount distribution by nationality FY2019

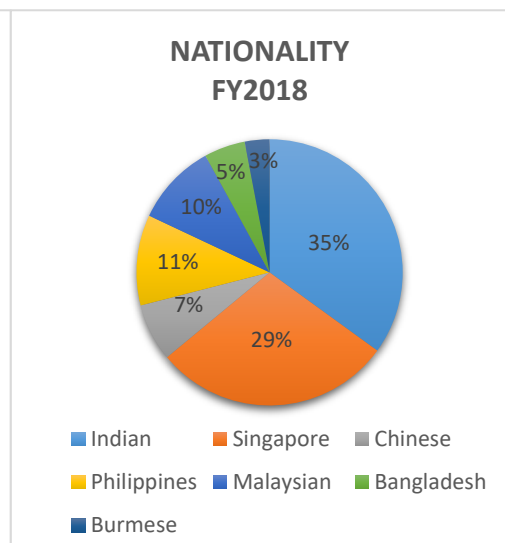


Figure F: Headcount distribution by nationality FY2018

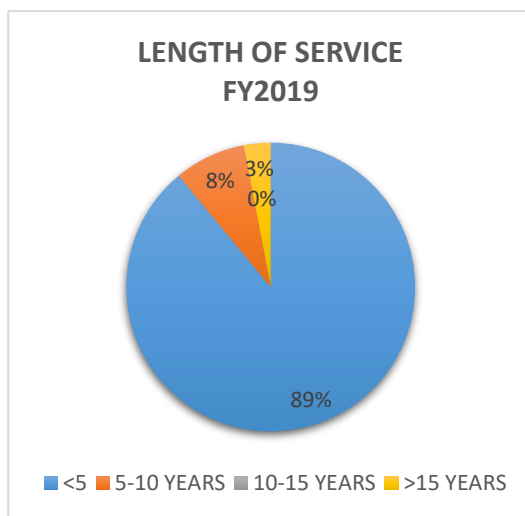


Figure G: Headcount distribution by length of service FY2019

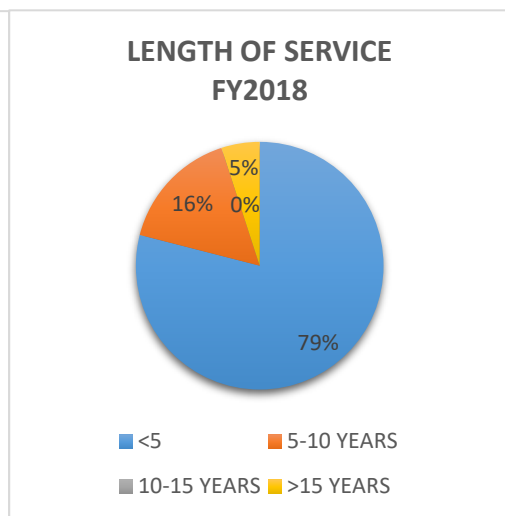


Figure H: Headcount distribution by length of service FY2018

The ratio of female employees in the Group is relatively low but this is not unusual for our industry due to the nature of the business.

Our recruitment of staff is based solely on merit and qualifications, without discrimination of race, age, gender, religion or ethnicity. We target to have zero complaint on discrimination.

Every employee plays an essential role in our Company and we pay utmost attention to our employees' wellbeing. In February 2019, we organised a Chinese New Year dinner for the employees.



To promote equal opportunity, we have implemented various human resource measures as follows:

- ♣ Staff assessment is performed annually, and upon completion of probation for new staff to evaluate their performance and provide them with a sense of self-awareness on their work performance and also to identify training opportunities that will improve their skills and abilities.
- ♣ Staff recruitment advertisements do not state age, race, gender or religious preferences as a requirement.
- ♣ Employment terms in the employment letter are explained to staff when they join the Group

OCCUPATIONAL HEALTH AND SAFETY

As human resource is a major contributing factor to our organization, ensuring our employees' safety and health in the workplace is one of our top priorities, and our ultimate target is to have a zero-accident workplace. We are committed to reduce any risks related to safety and health through effective risk management.

The Group recorded zero (FY2018: zero) workplace fatality and two minor non-fatal workplace injuries in FY2019. We will continuously work towards reducing both the occurrence and severity of workplace accidents.

We have set up a Health and Safety and Environmental (“HSE”) Committee and established a strict set of policies and procedures. We have also developed and implemented an HSE Management System, and will continuously monitor and evaluate our HSE standards.

Figure I shows the Company's latest detailed HSE policy statement while the detailed Workplace Safety and Security Clauses are stated in the HSE Management System Manual and Procedure. This covers a standard procedure to identify hazards relating to HSE, to evaluate risks associated with these hazards and to ensure that appropriate actions by the designated personnel are taken to manage the risks involved, such as incident reporting, management of incident, investigation and follow up.



Health, Safety and Environmental (HSE) Policy Statement

Health, Safety and Environmental (HSE) is paramount and essential to all our work processes and activities so that our employees as well as our stakeholders are protected from any potential harm in the workplace and all possible environmental friendly approach are taken to protect the environment as well as to conserve the limited resources.

In Yinda Technology Singapore Pte Ltd, we believe and are committed to the followings:

1. Provide a safe and healthy environment for all our employees and stakeholders.
2. Prevent environmental pollution and resource depletion with due diligence.
3. Identify and manage any foreseeable workplace risk or environmental aspects and work towards zero workplace accident and to build an environmental friendly culture.
4. Comply with applicable Health, Safety and Environmental (HSE) legislations and other requirements which include directives, guidelines and standards prescribed by the company.
5. Provide sufficient management support and resources for effective implementation of Health, Safety and Environmental (HSE) measures and initiatives.
6. Promote competency of employees through proper training, instruction and guidance.
7. Adopt national security initiatives such as Sg Secure to address terror threats through awareness, alertness and active participation from all employees and relevant stakeholders.
8. Strive for continual improvement in Health, Safety and Environmental (HSE).
9. Communication with employees and contractors with the intent that they are made aware of their HSE obligations and the implications of not conforming to HSE.

We will endeavour all works to be conducted safely and in a healthy manner so that workplace accidents can be prevented with vigilance and commitment from all stakeholders and all levels of employment.

Yinda will engage with all levels of workforce and various stakeholders to promote a safe and healthier workplace as well as an environmental friendly culture through effective communication and participation with workers and other levels of workforce.

This policy shall be reviewed annually to ensure its relevancy and shall be documented and made available to any interested parties.

A handwritten signature in blue ink, appearing to read 'Qian Zimin'.

Company Director
Qian Zimin
Reviewed date: 1 July 2019



Figure I: Yinda Technology Singapore Pte. Ltd.'s Health, Safety and Environmental Policy Statement

In FY2019, we had taken some new initiatives to prevent safety issues. We invest in internal and external training to raise the employees' awareness and develop their skills to ensure safe operations.

We organised internal First Aid Training and Cardiopulmonary resuscitation (“CPR”) training for workers on 13 April 2019. We have done the HSE Awareness programmes including fire-fighting training on the 18 April 2019. HSE Slogan Competition was also conducted and award had been given out on the same day.

The following is a list of our external training programmes conducted in FY2019:

No.	Course Name	Attendees	Training Hours
1	Electrical Work Coretrade (Renewal)	2	8
2	Plumbing & Pipin works coretrade (Renewal)	1	5
3	Apply Workplace Safety and Health in Construction Sites (CSOC)	8	136
4	Basic Tower Climbing Course	2	34
5	Construction Safety Orientation Course (Recertification)	12	120
6	Electrical Wiring Installation - Foreman	3	270
7	Operate Boom Lift	1	9
8	Operate Scissor Lift	1	9
9	Rescue After Fall course	3	26
10	SP Training Safety Course	26	117
11	Work at Height for Supervisor Course	1	23
12	WSQ-Supervise Construction Work for WSH (BCSS)	12	480
13	Managing Work-at-Heights Course	3	90
14	Develop a Risk Management Implementation Plan (bizSAFE level 2)	3	54
15	Contractor Supervisor Safety Course-GNR RQMTS & NSW&CCL TRK	3	27
16	Contractor Supervisor Safety Course-GNR RQMTS & NSW&CCL STN	2	18
	Total	83	1,426

In both FY2019 and FY2018, HSE performance was monitored and evaluated monthly so that we could identify and monitor the hazards, implement the control measures to mitigate the risk to as low as reasonably practicable:

No.	Description	Year	FY2019	FY2018
1	Excessive noise exposure hours per year (more than 85db)		320	320
2	Number of fatalities per year		0	0
3	Number of lost time injuries per year		2	2
4	Number of other reportable injuries per year		0	0
5	Number of first aid cases per year		0	0
6	Number of accidental environmental release per year		0	0

Given that we value our employees' health and safety as a priority within our organization, achieving affirmations through certifications and implementing the framework of required systems are vital to the Company. The implementation of these frameworks has enabled us to systematically identify, reduce and mitigate risks involved in our operations.

During FY2019, we have obtained or renewed the following certificates:

- **ISO 9001:2015** (Valid from 28 June 2019 to 27 June 2022) for design, project management, implementation and maintenance for wireless telecommunication networks;
- **BizSAFE STAR** (Valid till 11 March 2021);
- **OHSAS 18001:2007** (Valid from 27 October 2018 to 26 October 2021) for design, project management, implementation and maintenance for wireless telecommunication networks;
- **OHSAS 18001:2007 - SS506 Part 1:2009** (Valid from 28 September 2018 to 11 March 2021) for design, project management, implementation and maintenance for wireless telecommunication networks.

Date of issue: 10/10/2018



The Workplace Safety and Health Council is pleased to certify that

YINDA TECHNOLOGY SINGAPORE PTE. LTD.

has fulfilled the requirements to attain bizSAFE Level Star

This certificate will expire on 11/03/2021

Winston Yew

Certificate SG04/00093

The management system of

Yinda Technology Singapore Pte. Ltd.

Blk 5008 Ang Mo Kio Avenue 5 #04-07 Tech Place II Singapore 569874

has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

Design, Project Management, Implementation and Maintenance for Wireless Telecommunication Networks

This certificate is valid from 28 June 2019 until 27 June 2022 and remains valid subject to satisfactory surveillance audits. Recertification audit due a minimum of 90 days before the expiration date. Issue 9. Certified since 28 June 2004

Authorized by

[Signature]

SGS United Kingdom Ltd
Rassau Business Park, Elmstone Park, Cheshire, CH5 3EN, UK
t +44 (0)151 350 6999 f +44 (0)151 350 6900 www.sgs.com

HC SGS 9001 2015 0816
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CERTIFICATION INTERNATIONAL
SOCOTEC

CERTIFICATE
N° CN/17819HS

certifies that:

Yinda Technology Singapore Pte Ltd
Block 5008 Ang Mo Kio Avenue 5 #04-07 Techplace II Singapore 569874

operates a management system that has been assessed as conforming to:

BS OHSAS 18001 : 2007

for the scope of activities:
Design, Project Management, Implementation, Testing and Maintenance for Wireless Telecommunication Networks.

Issue date: **27 October 2018**
Valid until: **26 October 2021** (Subject to adherence to the agreed ongoing programme, successful endorsement of certification following each audit and compliance with the terms and conditions of certification.)

Xavier Daniel Certification General Manager

[Signature]

UKAS
0003

SOCOTEC Certification UK Delta Business Park - Swindon SN5 7AP - UNITED KINGDOM
www.socotec-certification-international.com

ISO 105 Rev 3.0

CERTIFICATION INTERNATIONAL
SOCOTEC

CERTIFICATE
N° CN/ 17819HS

certifies that:

Yinda Technology Singapore Pte Ltd
Block 5008 Ang Mo Kio Avenue 5 #04-07 Techplace II Singapore 569874

operates a management system that has been assessed as conforming to:

SS506 Part 1 : 2009
BS OHSAS 18001 : 2007

for the scope of activities:
Design, Project, Management, Implementation, Testing and Maintenance for Wireless Telecommunication Networks.

Issue date: **28 September 2018**
Valid until: **11 March 2021** (Subject to adherence to the agreed ongoing programme, successful endorsement of certification following each audit and compliance with the terms and conditions of certification.)

Dave CHENG LOON Managing Director

[Signature]

Accredited Certification Body
SAC
OSH-2008-01

SOCOTEC Certification Singapore Pte Ltd
60 Albert Street #13-03, DG Albert Complex
SINGAPORE 189369
www.socotec-certification-international.sg

The use of the SAC accreditation mark indicates accreditation in respect of those activities covered by the accreditation certificate number OSH-2008-01

GOVERNANCE

CORPORATE GOVERNANCE

The Board and the Management of Yinda Infocomm are committed to maintaining a high standard of corporate governance. The Company understands that good corporate governance is an integral element of a sound corporation, enabling it to be more transparent and forward-looking. Please refer to our Annual Report for FY2019, pages 14 to 38 for the Group's Corporate Governance Report.

Our overall Singapore Governance and Transparency Index ("**SGTI**") score assessed by National University of Singapore Business School is 60 for FY2019 (FY2018: 50). This placed us within the 47% (FY2018: 62%) percentile of the public listed companies that were assessed.

We will continue to comply with the Code of Corporate Governance and meet all requirements that are expected of us by our stakeholders.

BUSINESS ETHICS AND COMPLIANCE

Yinda Infocomm takes serious considerations of any possibilities of conflict of interest during our hiring procedures. Our Code of Conduct clearly states our expectations from our staff and the consequences if any of the rules are violated or standards are not met. We also have clear and fair grievance procedures. Our target is to ensure all allegations received are promptly addressed. During FY2019, there were no (FY2018: Nil) allegations received.

Business ethics are communicated to all our heads of business units regularly and they must fully understand that compliance with rules and regulations is a key part of running a responsible business. Topics covered under the ethics training are comprised of the following:

- **HONESTY** To act honestly and in the best interest of the Company.
- **INTEGRITY** By doing what they think is right even when there is great pressure to do otherwise; they are principled, honourable and upright.
- **PROMISE-KEEPING & TRUSTWORTHINESS** Make every reasonable effort to fulfil the letter and spirit of their promises and commitments.
- **ACCOUNTABILITY** Ethical executives acknowledge and accept personal accountability for the ethical quality of their decisions and omissions to themselves, their colleagues, their companies, and their communities.

Yinda Infocomm regularly updates key staff on developments in international and local regulations. We are fully compliant with all environmental rules and regulations, confidentiality clauses, anti-competitive behaviour laws and all requirements on health and safety.

Cyber security and data privacy are not only important for compliance, but also in safeguarding both our data and that of our customers. We have taken measures to guard against cyber risks for both our internal and external stakeholders by complying with the Personal Data Protection Act Policy. This policy also applies to our employment process where the privacy of all applicants is safeguarded and access to personal data are restricted to authorised persons or senior management on a need-to-know basis.

For FY2019, there were no (FY2018: nil) significant fines or non-monetary sanctions for non-compliance with laws and regulations.

ENTERPRISE RISK MANAGEMENT

The Board is responsible for overseeing risk management, ensuring that the management maintains a sound system of risk management and internal controls to safeguard shareholders' interests and the company's assets. In addition, to determine the nature and extent of the significant risks which the Board is willing to take in achieving its strategic objectives.

The Board oversees the management in its design, implementation and monitoring of the risk management and internal control systems, and reviews the adequacy and effectiveness of such systems annually. The AC is supported by the management in the review of the Group's business and operational environment in order to identify areas of significant business, financial, operational and compliance risks, as well as appropriate measures to control and mitigate these risks.

We aim to ensure that timely and proper implementation of all required corrective, preventive or improvement measures are closely monitored.

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Reference / Description		
GRI 101: Foundation 2016				
GENERAL DISCLOSURE				
GRI 102: General Disclosures	102-1	Name of organization	YINDA INFOCOMM LIMITED	
	102-2	Activities, brands, products and services	SR Page 3	
	102-3	Location of headquarters	Singapore	
	102-4	Location of operations	SR Page 3	
	102-5	Ownership and legal form	Annual Report pages 8, 55, 87, 88, 114	
	102-6	Markets served	SR Page 3	
	102-7	Scale of the organization	SR Page 3, Annual Report pages 41 - 47	
	102-8	Information on employees and other workers	SR Pages 10-12	
	102-9	Supply chain	SR Pages 3, 8-9	
	102-10	Significant changes to the organization and its supply chain	There were no significant changes.	
	102-11	Precautionary principle or approach	SR Page 2	
	102-12	External initiatives	None	
	102-13	Membership of associations	None	
	102-14	Statement from senior decision maker	SR Page 2	
	102-16	Values, principles, standards and norms of behaviour	SR Pages 17-18	
	102-18	Governance structure	Annual Report pages 14-38	
	102-40	List of stakeholder groups	SR Page 4	
	102-41	Collective bargaining agreements	None	
	102-42	Identifying and selecting stakeholders	SR Page 4	
	102-43	Approach to stakeholder engagement	SR Page 4	
	102-44	Key topics and concerns raised	SR Page 4	
	102-45	Entities included in the consolidated financial statements	Annual Report pages 8, 87-88	
	102-46	Defining report content and topic boundaries	SR Page 2	
	102-47	List of material topics	SR Page 5	
	102-48	Restatement of information	SR Page 6 and Annual Report pages 48-50	
	102-49	Changes in reporting	Not applicable. No change in reporting.	
	102-50	Reporting period	1 June 2018 to 31 May 2019	
	102-51	Date of most recent previous report	30 May 2019	
	102-52	Reporting cycle	Annually	
	102-53	Contact point for questions about the report	SR Page 2	
102-54	Claims if reporting in accordance with the GRI Standards	SR Page 2		
102-55	GRI content index	SR Pages 19-20		
102-56	External Assurance	We may seek external assurance in the future.		
MATERIAL TOPICS				
GRI 201: Economic performance	201-1	Direct economic value generated and distributed	SR Page 6	
	GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	SR Page 7
		205-2	Communication and training about anti-corruption policies and procedures	SR Page 7
205-3		Confirmed incidents of corruption and actions taken	SR Page 7	
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations	SR Page 8	

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure		Reference / Description
GRI 308: Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	SR Pages 8-9
GRI 403: Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR Pages 13-16
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	SR Pages 10-12