



CHINA REAL ESTATE GRP LTD.

SUSTAINABILITY REPORT 2020

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BOARD STATEMENT

2020 marks the third year of our sustainability reporting journey. China Real Estate Grp Ltd. (“CREG”, together with its subsidiaries, the “Group” or “we” or “our”) has been committed to operating our business in an economically, socially and environmentally responsible manner.

The financial year ended 30 June 2020 has been filled with excitement as the Group’s Cheery Hotel Huzhou located in Huzhou, the People’s Republic of China (the “PRC”), became fully operational in October 2019. However, this financial year has also been fraught with volatilities and uncertainties in the second half of the financial year, as the outbreak of the COVID-19 pandemic has impacted the world economically. Despite the challenges presented by the COVID-19 outbreak, we continue to maintain oversight over our sustainability strategies and initiatives along with sustainability risks and opportunities management.

The Board of Directors (the “Board”) recognises the importance of aligning ourselves with global and national sustainability standards which ensure continuous growth for our business. We incorporate Environmental, Social and Governance (“ESG”) factors into our strategic formulation as these factors provide us with a direction to set performance targets and action plans with a goal of creating sustainable value for all stakeholders. The real estate sector has always been our focus for business growth and we intend to realise our vision to establish our Group as a significant and distinctive property developer in China’s third and fourth-tier cities which the Group believes will be the key driver of China’s consumer sector.

As we believe that this report serves as a platform to address stakeholders’ concerns in relation to the sustainability practices incorporated into CREG’s major business operations, we recognise the importance of articulating these practices and evaluating them from time to time. Meanwhile, we are determined to present to the stakeholders a more comprehensive view of our sustainability efforts in our business operations and the impact in relation to our business operations.

We target to maintain our focus on transforming about 66 hectares of land located in Digang Town in Nanxun District into a leisure-cum-lifestyle hub with hotels, waterside villas, island residences, townhouses and ultra-modern commercial centres, which is known as the Huzhou Project.

The impact of the COVID-19 pandemic has affected many businesses worldwide, including us, resulting from the unprecedented global travel restrictions and border closures. As a result, our main source of revenue from Cheery Hotel Huzhou has been significantly affected. However, our commitment to sustainability remains strong even during this period of uncertainty as we believe that sustainability is about the ability to position and emerge stronger after this crisis.

We will go through this crisis with the support of our valued stakeholders – our employees, customers, shareholders and communities. We would like to extend our gratitude and sincere appreciation to our stakeholders who have supported us in our sustainability journey.

Sincerely,
Board of Directors of China Real Estate Grp Ltd.

ABOUT THIS REPORT



Our report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards Sustainability Reporting Guidelines 2016 - Core Option and its reporting principles as it provides a substantial framework which is a globally-recognised standard for sustainability reporting. This report also takes reference from Rules 711A and 711B of the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited (“SGX-ST”) for sustainability reporting. Unless otherwise stated, this report focuses on our performance from 1 July 2019 to 30 June 2020 (“FY2020”), which provides a holistic overview of CREG’s ESG factors for sustainable and responsible business development.

Key Reporting Principles

We have enhanced our reporting approach by incorporating the following principles to construct a comprehensive report:

- **Materiality:** focusing on issues that impact business growth and are of utmost importance to stakeholders;
- **Stakeholder Inclusiveness:** responding to stakeholder expectations and interests;
- **Sustainability Context:** presenting performance in the wider context of sustainability; and
- **Completeness:** including all information that is of significant economic, environmental and social impact to enable stakeholders to assess CREG's performance.

ABOUT THIS REPORT

Through this report, we hope to share our sustainability commitment with our stakeholders. Feedback from our stakeholders is vital for us to continually improve our reporting and sustainability practices. We welcome your views, comments or feedback, which may be directed to contact@chinarealestategroup.com.

In line with our commitment to environmental sustainability, CREG continues to print only limited copies of this sustainability report as part of our environmental conservation effort. The electronic edition of the report is available at:
www.chinarealestategroup.com

This report will focus on three main areas. Firstly, an evaluation of CREG's performance during FY2020 in terms of the economic, environmental, social and governance aspects of our business. Secondly, a discussion on the challenges and material issues which will affect the stakeholders in their decision making. Thirdly, an update to our stakeholders on how we plan to manage such challenges and issues, as well as our management strategy.

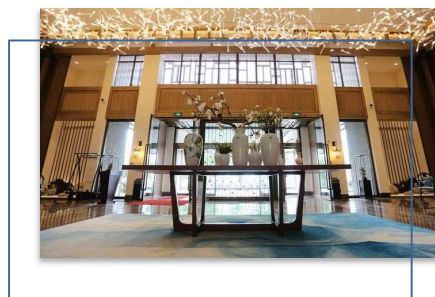
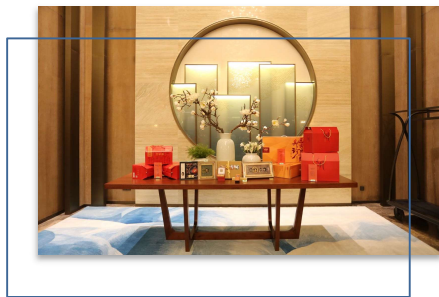
CREG has not sought external independent assurance to verify the data and information provided within this report.

About CREG

CREG's history dates back to 2006 and our vision is to become a regional real estate lifestyle property developer in China, meeting the lifestyle and cultural tourism expectations of China's growing urbanised and middle class population as a recent survey reveals that cultural tourism is now regarded as a favourite activity among the Chinese and is expected to be a new engine for China's tourism development.

CREG is a public company limited by shares and has been listed on the Catalist Board of SGX-ST since 31 August 2007. We are mainly engaged in the business of investment holding and property development, with our principal place of operation located at 1 Scotts Road, #20-07 Shaw Centre, Singapore 228208. As CREG is now on firmer ground, we have increased our staff strength to more than 90 employees to facilitate our goal of becoming a regional real estate lifestyle developer in the PRC.

In FY2020, the construction of the 113-room luxury boutique Cheery Hotel Huzhou was completed, and it opened its doors to the public in October 2019.



In compliance with the safety measures imposed by the local government in view of the COVID-19 pandemic, Cheery Hotel Huzhou temporarily ceased its operations on 7 February 2020 but has resumed its operations with effect from 1 March 2020 with several safety measures in place.

We are constantly reviewing the development implementation and business plan for the residential and commercial development of the Huzhou Project and are planning to commence Phase 1 construction works once these plans are finalised and approved by the relevant authorities. Meanwhile, we are focusing on building up the brand and clientele of the Cheery Hotel Huzhou.

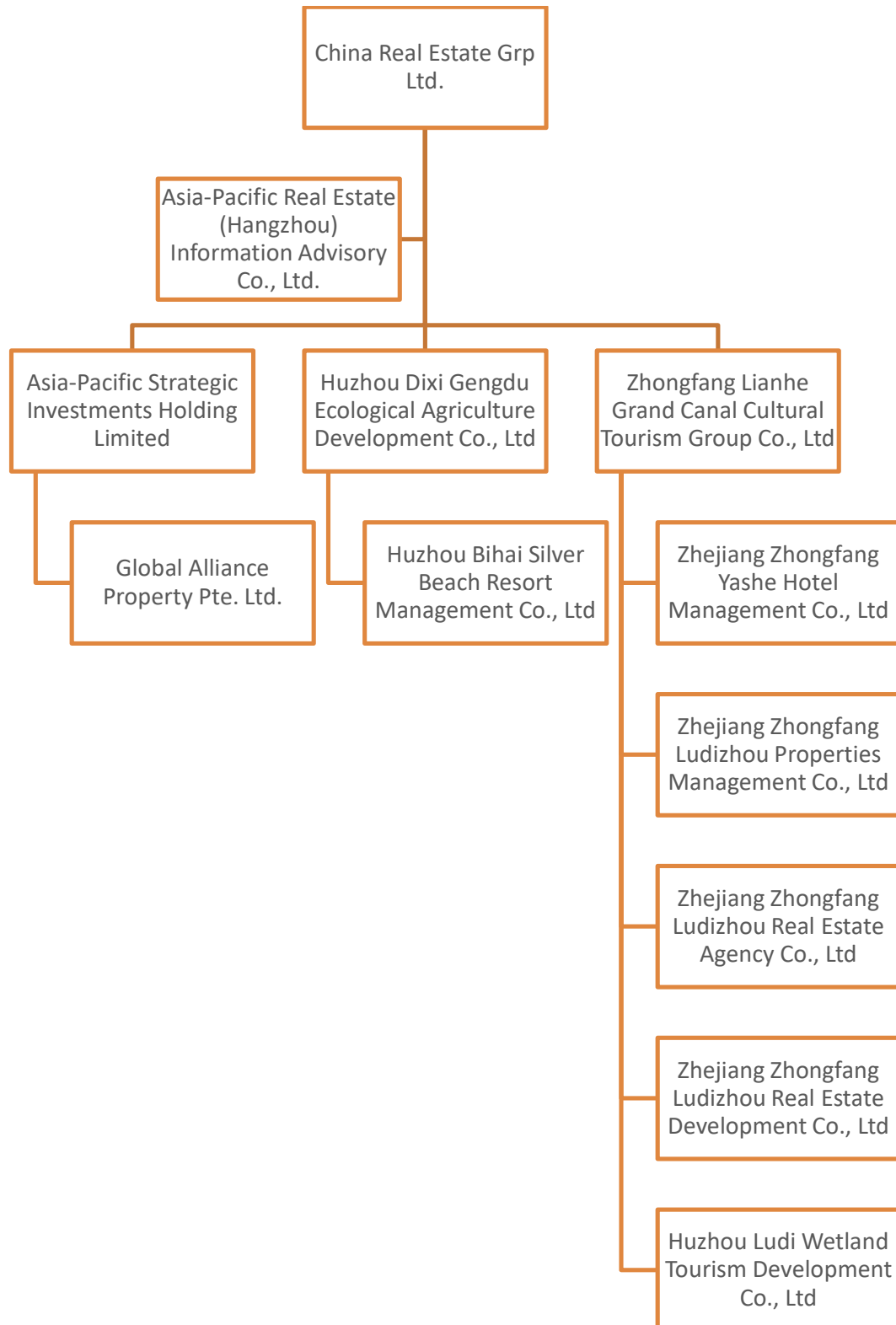


Our sales and marketing team are constantly assessing the competitors' promotional and marketing strategies in order to enhance the hotel's competitiveness in the market and are continuously promoting the hotel products and packages via online channels such as the hotel's official Wechat page and hotel booking platforms.

We remain confident for the Huzhou Project over the medium to long term despite the economic headwinds as China is the world's second largest economy. CREG strives to review and implement initiatives that are in accordance with the tenets of sustainability within our business to ensure long-term growth.

Organisational Profile

The latest Group structure as at 30 June 2020 is reflected in the table below:



Our Supply Chain

The construction of the hotel was completed in August 2019. The contract with major suppliers will cease once the warranty period ends in December 2021. However, we foresee significant reliance on suppliers and sub-contractors upon the commencement of construction works for the Huzhou Project.

CREG believes that sustainable supply chain management can be a robust driver of value and success for our business. We recognise the importance of effective and responsible engagement with our suppliers for maintaining our competitive advantage and ensuring the quality of services we provide to our guests and the enhancement of our construction work for the Huzhou Project.

The COVID-19 pandemic has impacted the global supply chain, and we recognise the role that we must play to enable the continuous flow of essential supplies for hotel operation, including food and beverages and hotel amenities without compromising the quality of goods and services procured. We will be working closely with suppliers to monitor the evolving situation.

FOCUS AREAS FOR SUSTAINABILITY PROCUREMENT



We uphold strict requirements for quality and constantly maintain good partnerships with our suppliers and sub-contractors while at the same time focusing on developing a sustainable supply chain for the Group.

We are committed to identifying sustainable sources for our key material categories for both hotel and future construction through thorough screening of the consultants and suppliers and stringent selection of vendors. The criteria for vendor selection includes the quality of workmanship as well as health, safety and environmental compliance management, in order to mitigate and prevent any negative impact to our business and the environment.

In addition, we will carefully evaluate the performance of the contractors, consultants and suppliers on a periodic basis to ensure that the products and services provided by them are consistent in quality and are aligned with the requirements of our development projects and hotel business.

CREG'S BUSINESS

Besides material and vendor selection, we also limit our environment footprint through sourcing and procuring construction materials locally as much as possible to reduce greenhouse gas emission from transportation. We believe in contributing towards the local economy by sourcing locally and engaging local contractors and suppliers.

All contractors and suppliers are strictly required to comply with local government and other legal requirements. We also ensure that our sub-contractors comply with health and safety regulations such as deploying personal protective equipment to workers during construction work, reporting of accidents and proper disposal of debris from construction.



MEMBERSHIP OF ASSOCIATION

Our subsidiary, Zhejiang Zhongfang Yashe Hotel Management Co., Ltd, is a member of the Huzhou Provincial Tourism Association (the “Association”). The goal of the Association is to promote and advocate for sustainable, rapid and healthy civilised tourism, and to make positive contributions to accelerating the construction of a strong tourism city.

Being a member of the Association helps the Group to foster closer economic links and business understanding between members within the tourism industry, and to share statistics and information relating to the industry which are beneficial to the Huzhou Project in the future.

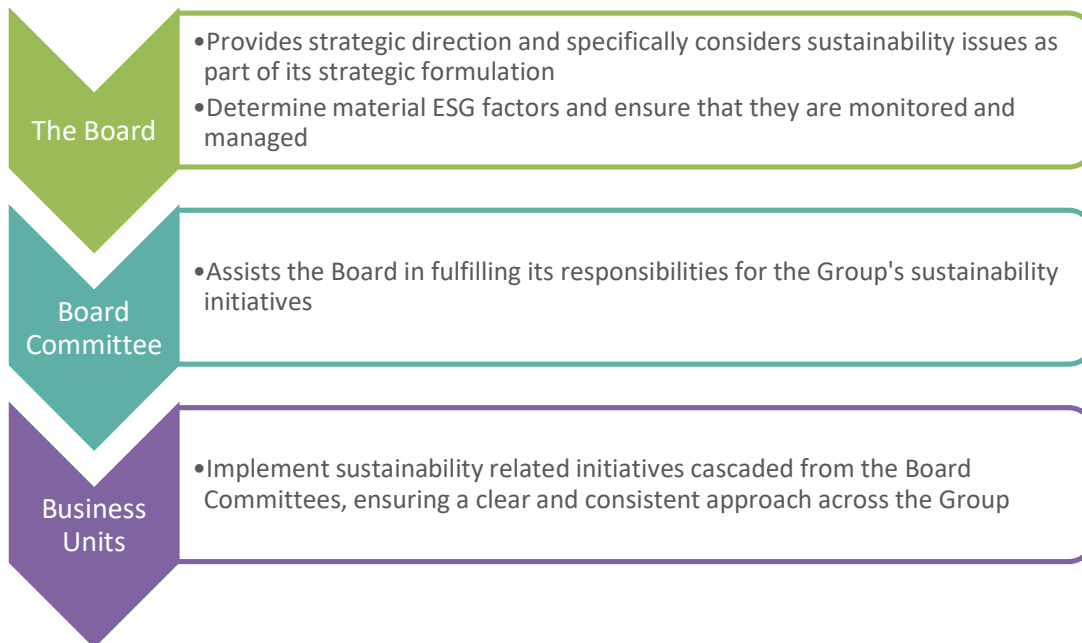
CREG'S SUSTAINABILITY APPROACH

Sustainability Governance and Principles

Good corporate governance is integral to achieving sustainable, long-term value creation through our business, particularly in relation to the sustainability fundamentals relating to the economic, environmental, social and governance areas. The Board of Directors continues to oversee and monitor CREG's corporate governance standards and policies. A firm foundation for building financial integrity, organisational credibility and investor confidence is formed by a hybrid of an effective board and robust corporate governance practices.

To achieve sustainable business practices, it is vital to execute the established framework of good corporate governance throughout the strategic and operational level instead of merely embracing it as a guiding principle.

Board committees consisting of the Audit Committee, Nominating Committee, and Remuneration Committee were formed to support our Board in executing its responsibilities and ensuring good corporate governance.



Apart from the statutory duties and responsibilities, CREG takes a strategic approach to sustainability by aligning its sustainability focus areas with its corporate strategies and values. CREG believes in serving the interests of its wider group of stakeholders by integrating its sustainability approach into its business operations. CREG continues to focus on two key areas in which we believe that an adoption of the principles of sustainability throughout our value chain will provide an impetus towards enhancing the value of CREG in a dynamic way.

CREG'S SUSTAINABILITY APPROACH








CREG is targeting to continuously achieve full compliance with the Code of Corporate Governance 2018 in the coming financial year ending 30 June 2021 (“FY2021”). There were no reported cases of fraud, corruption and unethical actions in FY2020. CREG intends to uphold this good record by continuously assessing and enhancing its internal controls.

CREG'S SUSTAINABILITY APPROACH

Stakeholder Engagement

Based on stakeholder engagement, we have identified the most relevant ESG factors that we believe should be our focus and basis when formulating corporate strategies. It is crucial that the point of view of stakeholders is communicated on an on-going basis in relation to economic, environmental, social and governance aspects and to address their respective concerns as stakeholders' concerns will be taken into account in the strategy planning and decision making process.

The table below illustrates key stakeholder groups, their engagement activities, expectations and frequency of interactions with them.

Stakeholder Group	Engagement Activities	Stakeholder Expectations	Frequency
Customers 	Marketing brochures, online platform, enquiry and feedback channel, customer service hotlines, periodic business networking	Good quality of services and after sales support	Ad-hoc
Employees 	Staff communication channel, periodic internal newsletter, annual meeting	Staff welfare, competitive remuneration package, efficient software program and platform	Ad-hoc
Investors 	Annual meetings, periodic media release and circulars to shareholders, periodic SGX announcements	Profitability, transparency, timely reporting, business sustainability	Annually/ Ad-hoc
Business Partners 	Frequent discussions and meetings	Partnership for opportunities and growth	Ad-hoc
Government and Regulators 	Discussions with government agencies and departments	Compliance with regulations, timely reporting and resolution of issues	Ad-hoc

2020 SUSTAINABILITY HIGHLIGHTS



Environmental Protection

Human Capital



Compliance with Laws and Regulations

Economic Performance

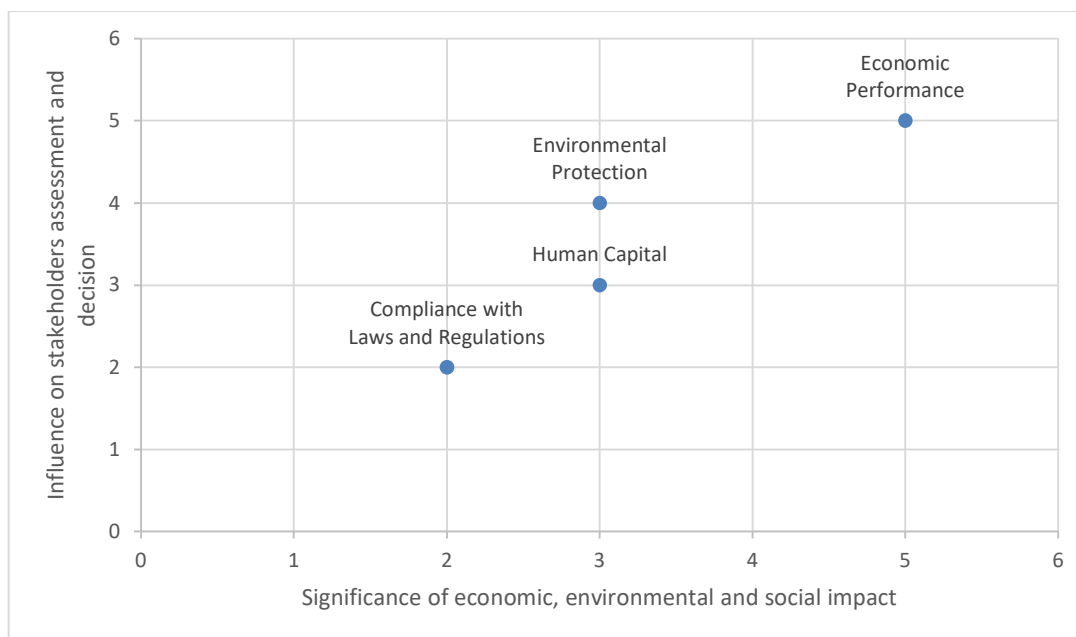


2020 SUSTAINABILITY HIGHLIGHTS

Identifying Our Focus

The material topics are re-evaluated annually by the Board for the relevance based on continuous internal and external stakeholder engagement, and the current global and local trends.

In FY2020, through our engagements with stakeholders, we are pleased to inform that the existing topics continue to remain relevant to our business and our stakeholders, and no additional topics were identified during the year.



The table summarises the ESG topics' corresponding performance, commitments and targets after taking into consideration of different stakeholder groups' interests.

Topic	Relevance and Impacts	Commitments & Targets
Environmental Protection	Applies to CREG's business in property development and hotel in the PRC where the business has direct impact on the environment. Issues include environmental management, efficient use of energy and water to initiative to protect environment are key issues to all our stakeholders	<ul style="list-style-type: none"> Establish guidelines on environmental protection measures Set up data collection system on energy and water usage of business operation in the PRC
Human Capital	Fair employment practices in aspects of hiring, remuneration, benefits, welfare and career development are important to attract, retain and develop good candidates for all our business segments. These are issues of interest to our stakeholders.	<ul style="list-style-type: none"> Clear employee' rights and benefits set out in employee handbook disseminated to all employees Consistent hiring practice and welfare

2020 SUSTAINABILITY HIGHLIGHTS

Topic	Relevance and Impacts	Commitments & Targets
Compliance with Laws and Regulations	Measures in place to comply with anti-corruption, socioeconomic, environmental and industry related laws and regulations, are important as we recognise the significant of its legal impact. These issues are areas with heightened attention of various stakeholders.	<ul style="list-style-type: none"> • Continue to comply with laws and regulations
Economic Performance	All external and internal stakeholders look to our economic performance, value generated and distributed to communities where our business operates.	<ul style="list-style-type: none"> • Revenue and profit growth in short to medium term • Sustainable dividend payout

ENVIRONMENTAL PROTECTION

CREG constantly strives to better understand the impact of environmental related risks on our businesses in order to develop appropriate mitigation and adaptation measures to protect the planet, to mitigate climate change and to prevent pollution. This is particularly relevant to our property development and hotel businesses in the PRC. CREG carries out detailed reviews of energy and water efficiency and monitors consumption levels to ensure efficient use of environmental resources which subsequently contributes to the operational efficiency and long-term sustainability of the Group.

Green Development

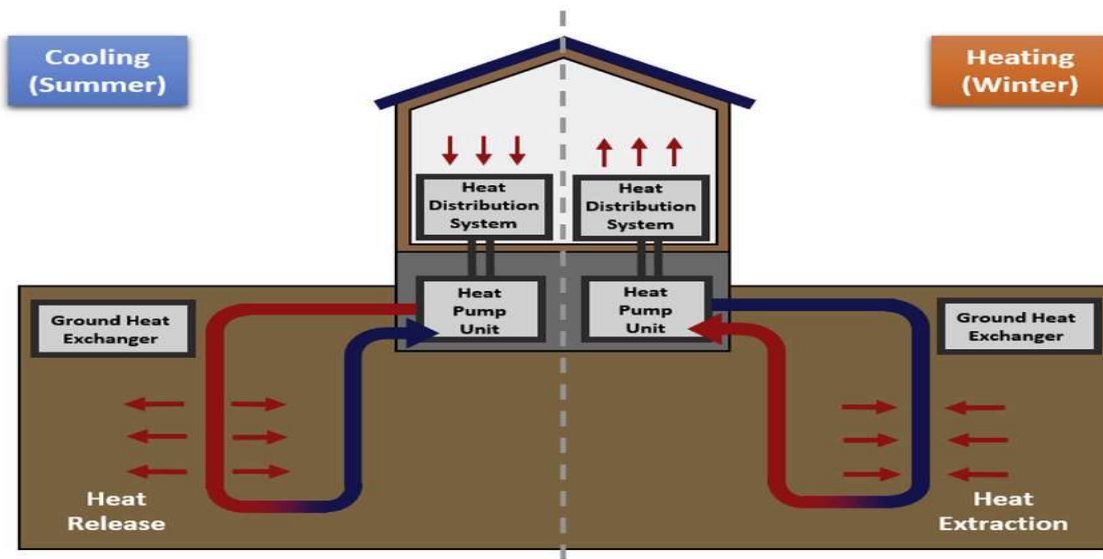
We recognise that “green development” has become a common objective of people around the world. The fast pace development of our communities has significantly impacted the natural environment as the design, construction and operation of the buildings which we live in and work are responsible for the consumption of many of our natural resources. Green development concepts extend beyond the walls of buildings to include site planning, community and land-use planning issues. Through this concept, we strive to enhance and protect biodiversity and ecosystems of the environment, conserve and restore natural resources, improves overall quality of social life, as well as enhance asset value and profits.

Our planning principle for Huzhou Project focused on the innovation of ecological civilisation to drive the inheritance of local culture; unique advantages of Jiangsu and Zhejiang river system and water resources; development and revitalisation of inland river yachts and water leisure, to fully excavate and protect the inheritance of local cultural tourism resources. We endeavor to preserve the integrity and connectivity of the water system, emphasise the communication and networking of the water system to ensure realisation of the flood control, drainage and ecological functions. We too aspire to protect the natural ecological landscape of river by creating gardens that enhance the surrounding environment along the river.

We have made efforts in setting restrictions on noise, dust, sewage and solid waste generated during daily construction. We strive to minimise the impact of construction work of future Huzhou Project on the local communities and residents.

Noise Management	Dust Management	Sewage Management	Solid Waste Management
<ul style="list-style-type: none">•To monitor the noise impact to communities and residents, we have set reasonable construction timetables according to the noise limits at different stages of construction.	<ul style="list-style-type: none">•We strictly prohibit workers from burning any substance which may be harmful or may generate poisonous gas to the environment. In addition, every truck leaving construction sites is required to be sprinkled to lay the dust.	<ul style="list-style-type: none">•In the effort to ensure up-to-standard water discharge, no accumulated water on site and no blockage during drainage, we regulate that installation of drainage and sewage treatment facilities must be done before commencement of construction.	<ul style="list-style-type: none">•The site supervisor is accountable for compliance with government requirements during the disposal of construction and domestic wastes.

MATERIAL TOPICS



Energy Management

As part of our focus on sustainability, the Group continues to identify and implement energy conservation measures to reduce the energy consumption in its business. For instance, initiative undertaken to procure raw materials, plant and equipment that help deliver energy-efficient improvements and reduce either electricity, gas or water consumption.

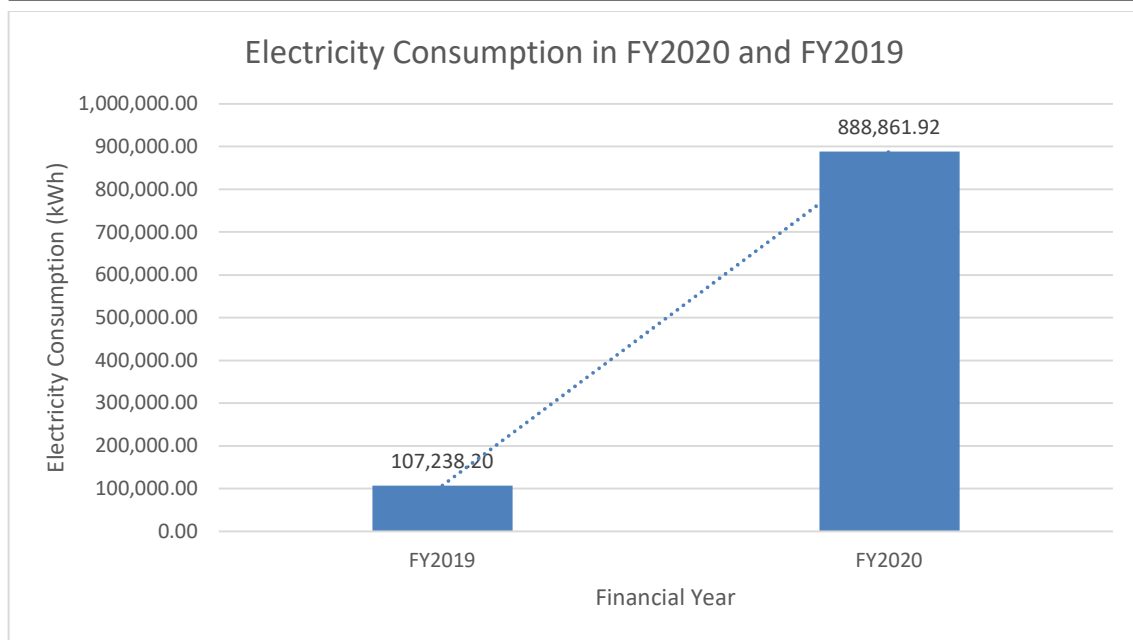
The demand for cooling and heating is inevitable and important in our hotel operations to keep our guests comfortable. The Cheery Hotel Huzhou has adopted a Ground Source Heat Pump, a central heating and/or cooling system that transfers heat to or from the ground. It uses earth at all time as a heat source (in the winter) or a heat sink (in the summer). This design takes advantage of the moderate temperatures in the ground to boost efficiency and reduce the energy consumption of heating and cooling systems. The adopted energy efficient technology helps us to not only reduce our operational cost in terms of utility and maintenance bills but also reduce greenhouse gas emission.

The industry which we are based in is energy-intensive and electricity consumption always comprises a significant proportion of our operating expenses. Apart from protecting the environment, we can also lower our cost by investing in energy efficiency.

Other than adopting the Ground Source Heat Pump, our hotel's exterior wall was made of aerated concrete block and thermal insulation mortar which help to protect the building from the thermal cycling effects and effectively reduce electricity consumption. The aluminum alloy doors and windows of the hotel are made of 5 + 8 + 5 hollow glass with thermal insulation aluminum alloy profile.

Moreover, the Cheery Hotel Huzhou is using the energy-efficient LED energy-saving lamps to improve energy efficiency. Staff are educated to monitor and turn off under-utilised lightings within the hotel building. Besides, the air-conditioners would also be switched off for building areas with zero or low occupancy rate.

MATERIAL TOPICS



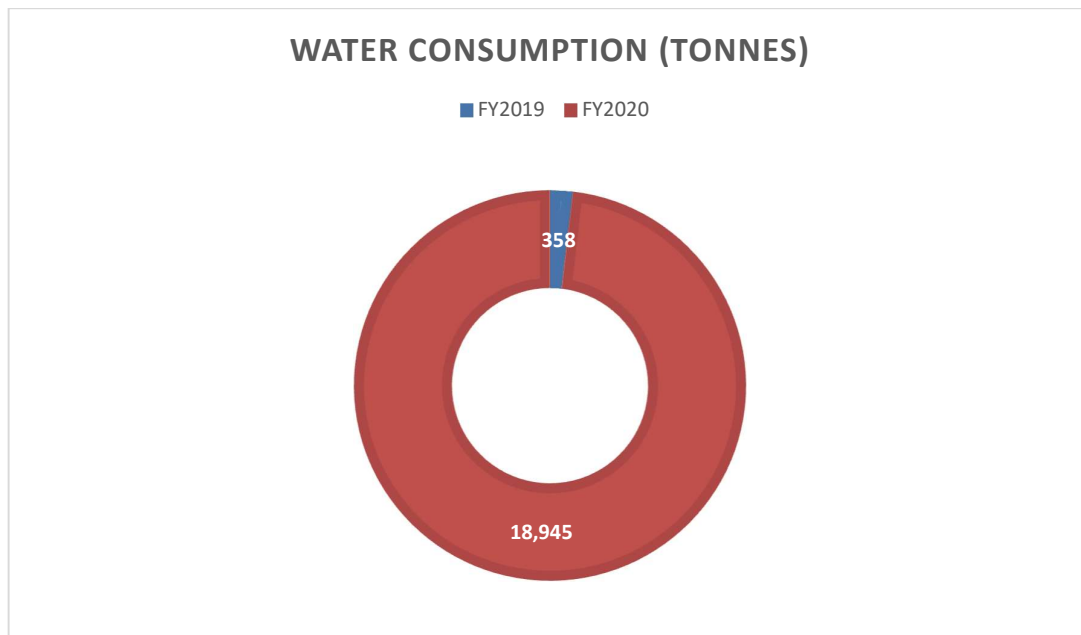
In FY2020, the total electricity consumption increased 728% from the previous year due to the full operation of the Cheery Hotel Huzhou since October 2019, which was in line with our expectation in the previous year. Moving forward, the Group target to reduce the electricity consumption by 15% in the coming financial year.

MATERIAL TOPICS

Water Management

Water security is one of the main concerns for current world population. Irregular rainfall patterns and rising sea levels are greatly impacting the availability of potable water.

Water accounts for a significant portion of our hotel's utility bills. Since water is a scarce resource in many places around the world, our hotel has a responsibility not to consume more than necessary. The effective management of both the consumption and quality of water at our project sites is extremely important and our Group continues to conserve and reduce water consumption through various initiatives. At construction site, contractors are required to monitor the wastewater discharged into the watercourse or sewerage system.



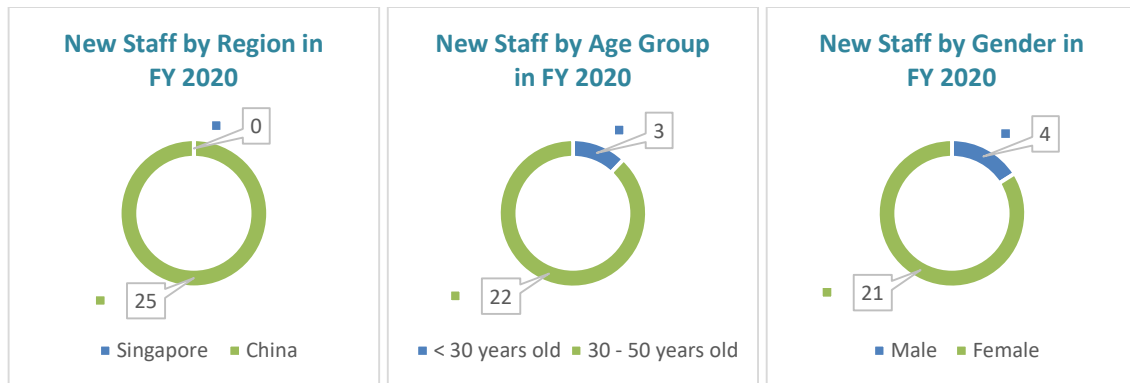
In FY2020, the total water consumption increased significantly by 52 times as compared to previous year due to the full operation of our newly opened hotel. We have been monitoring the water consumption and reduce water consumption by using recycling rainwater for watering the landscape plants. CREG does not have a specific water conservation plan put into place at present but we are keen to explore and implement water conservation measures such as installing the Greywater System, reusing condensate water from air-conditioning systems in residences and commercial centers etc. Moving forward, we will continue to monitor our water consumption to assess the reasonableness of usage i.e. identify wastage/leakage issues for immediate rectification.

MATERIAL TOPICS

HUMAN CAPITAL

CREG believes that developing and attracting a diverse workforce is extremely important for success in a global marketplace. We believe each of our people play a part in contributing to our business presence, brand and authentic connections with our external stakeholders such as customers, suppliers and shareholders. Without our employees, we are unable to provide top-notch services to our customers. Hence, having in place adequate training programs, competitive remuneration packages and good working conditions will help to keep our people motivated at work.

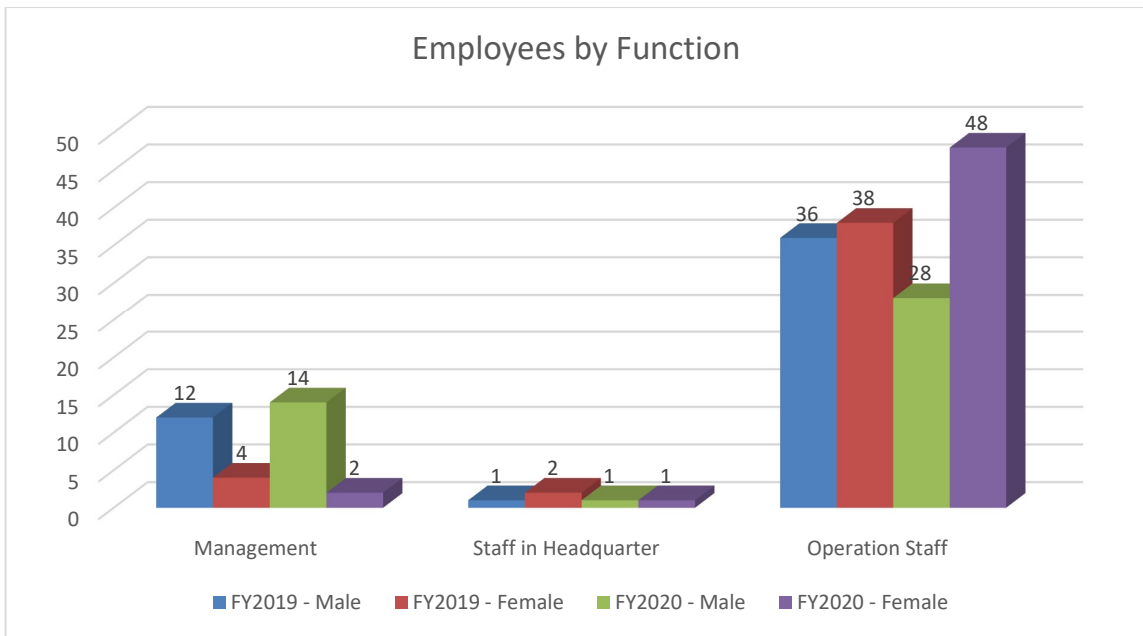
We are also committed to put in place good employment practices that are in line with the applicable employment laws and regulations. We employ the best people for the job, recruiting people from a range of backgrounds and criteria such as diversity in qualifications, gender and age group. We also ensure that there is a healthy mix of men and women in the workplace. CREG hired 21 new female staff and 4 new male staff in China to join the Group's Cheery Hotel Huzhou in FY2020.



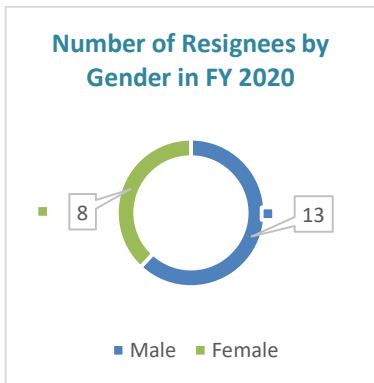
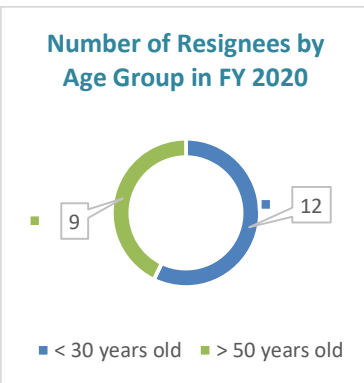
WORKFORCE BY GENDER IN FY2020



MATERIAL TOPICS



Our Group’s commitment to offer equal opportunities for career progression is underscored by the belief that building the capabilities of our employees allows them to enhance their competitiveness and thus benefiting the organisation. In FY2020, we have conducted a total of 192 hours of in-house training to our hotel staff to improve and enhance their skills to prosper in the fast-paced industry. To ensure equality and non-discrimination, we assess objectively for recruitment, remuneration, promotion and benefits regardless of gender, race, marital status or age. We believe all candidates and employees should be respected and treated fairly.



In FY2020, we recorded a turnover rate of 26.50% and 18.18% for male and female respectively. We value our employee and seek to retain talent through offering work-life integration working environment and a range of medical benefits. Other than medical benefits, Singapore-based employees enjoy parental leave. In FY2020, 2 female staff and 1 male staff were eligible to take maternity and paternity leave respectively and none of the staff utilised the parental leave.

MATERIAL TOPICS

Employee morale is also vital to our business. In order to nurture high employee morale and greater camaraderie within our family, we continue to organise various recreational activities for all our employees throughout the first half financial year before the COVID-19 pandemic. These activities can also help employees to relax their mind and body, develop teamwork and explore their talent. In years to come, we will continue to organise activities which help in developing employee morale. More importantly, we strive to retain our workforce and constantly improve the quality of the working environment.

MATERIAL TOPICS

COMPLIANCE WITH LAWS AND REGULATION

CREG embraces strong corporate governance in order to gain the trust of our stakeholders and to move towards long term sustainability. We also believe that a robust corporate governance can help in delivering exceptional service to our customers and facilitating interaction with our stakeholders. We advocate good corporate governance practice and strict compliance with laws and regulations, which aimed at promoting better performance across different business segments of CREG.

Our employees are expected to maintain the highest standards of integrity and trust in all business relationships and dealings. We place great emphasis on accountability, transparency, ethical business conduct and good corporate governance that is manifested throughout the Group's strategies and operations.

We have zero tolerance towards any form of bribery or any form of corruption. Even though we have yet to set up an anti-corruption policy, we require our people to comply with the relevant anti-corruption legislation in all the markets where we operate.

CREG does not have any whistle-blowing policy. However, our staff have been informed about the various avenues, including the chairman of the audit committee, through which they may report on possible improprieties in matters of suspected fraud, corruption, dishonest practices or other matters. Appropriate action will be taken by authorised personnel if the employee being reported is found guilty of fraud or dishonest.

In FY2020, there were no legal cases regarding corrupt practices and significant non-compliance with socioeconomic and environmental laws and regulations that were brought against CREG or our people. Moving forward, we continue to monitor compliance on socioeconomic and environmental laws and regulations.



GRI CONTENT INDEX

GRI Standard	Disclosure	Notes/ Page Reference
102-1	Name of the organisation	Sustainability Report - page 1
102-2	Activities, brands, products, and services	Sustainability Report - page 6
102-3	Location of headquarters	Sustainability Report - page 6
102-4	Location of operations	Sustainability Report - page 6
102-5	Ownership and legal form	Annual Report
102-6	Markets served	Sustainability Report - page 6
102-7	Scale of the organisation	Sustainability Report - pages 8
102-8	Information on employees and other workers	Sustainability Report - page 22
102-9	Supply chain	Sustainability Report - page 9
102-10	Significant changes to the organisation and its supply chain	No significant changes
102-11	Precautionary Principle or approach	Not applicable
102-12	External Initiatives	Not applicable
102-13	Membership of association	Sustainability Report - page 11
102-14	Statement from senior decision-maker	Sustainability Report - page 3
102-16	Values, principles, standards, and norms of behavior	Sustainability Report - page 6
Governance		
102-18	Governance structure	Sustainability Report - page 12
Stakeholder Engagement		
102-40	List of stakeholder groups	Sustainability Report - page 14
102-41	Collective bargaining agreements	Not applicable
102-42	Identifying and selecting stakeholders	Sustainability Report - page 14
102-43	Approach to stakeholder engagement	Sustainability Report - page 14
102-44	Key topics and concerns raised	Sustainability Report - page 15
102-45	Entities included in the consolidated financial statements	Annual Report – Investment in Subsidiary Corporation
102-46	Defining report content and topic boundaries	Sustainability Report - page 4
102-47	List of material topics	Sustainability Report - page 15
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	Sustainability Report - page 4
102-51	Date of most recent report	Not applicable
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Sustainability Report - page 5
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report - page 4
102-55	GRI content index	Sustainability Report - page 26
102-56	External assurance	We have not sought external assurance for our sustainability report FY2020 and may consider it in the future.

GRI CONTENT INDEX

GRI Standard	Disclosure	Notes/ Page Reference
103-1	Explanation of the material topic and its Boundary	Sustainability Report - page 16-17
103-2	The management approach and its components	Sustainability Report - page 12-14
103-3	Evaluation of the management approach	Sustainability Report - page 12-14
201-1	Direct economic value generated and distributed	Annual Report - Consolidated Statement of Comprehensive Income
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report - page 25
GRI 300: Environment		
302-1	Electricity consumption within the organization	Sustainability Report - page 20
303-1	Water withdrawal by source	Sustainability Report - page 21
307-1	Non-compliance with environmental laws and regulations	Sustainability Report - page 18
GRI 400: Social		
401-1	New employee hires and employee turnover	Sustainability Report - page 22-23
401-3	Parental leave	Sustainability Report - page 23
419-1	Non-compliance with laws and regulations in the social and economic area	Sustainability Report - page 25