

2026

SUSTAINABILITY REPORT

For the period covering **1 July 2025 - 30 June 2026**

Generated by ESGpedia

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CEO STATEMENT

At CPC Construction Pte Ltd, sustainability is at the heart of our mission. We recognize that every project we deliver shapes communities, impacts the environment, and defines the legacy we leave behind.

Our commitment to carbon reduction, digital innovation, and workplace safety reflects our belief that construction must evolve responsibly. By integrating renewable energy, adopting advanced procurement platforms, and digitizing safety systems, we ensure that CPC operates with efficiency, transparency, and accountability.

Our ESG strategy rests on three pillars:

- Environmental Stewardship – reducing Scope 1 & 2 emissions, enhancing energy efficiency, and promoting renewable energy adoption.
- Social Responsibility – fostering workplace safety, diversity, and community engagement.
- Governance Excellence – upholding integrity, compliance, and accountability across all projects.

We are proud of our progress, but we know the journey to net-zero requires continuous innovation and collaboration. Together with our partners, employees, and stakeholders, CPC will continue to build responsibly, ensuring every project contributes to a more sustainable and resilient future.



SIAH HUNG WEE
CHIEF EXECUTIVE OFFICER
CPC CONSTRUCTION PTE LTD

ABOUT THIS REPORT

This report covers **CPC Construction's** sustainability performance from:

1 July 2025 - 30 June 2026

Reporting framework

The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.

Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.

This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

Contact: cpc@cpc.com.sg

Address: 280 Woodlands Industrial Park E5
#09-20 Harvest@Woodlands
Singapore 757322

Website: cpc.com.sg



CPC Construction

CPC Construction Pte Ltd is a building and civil construction company incorporated in the Republic of Singapore on 11th September 2007. We have a dedicated team of professionals to undertake civil and building infrastructure projects by providing competitive yet reasonable quotations to all clients.

Our Services

Today, the company is registered with the Building and Construction Authority of Singapore as an A2 Civil Engineering (CW02) and B2 Building (CW01) contracting company. We are qualified to tender for both public and private sector contracts.

The company is committed to achieving a high standard of quality, health, safety, and environmental management, with ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015 certifications. We were also acknowledged as a bizSAFE Partner on 3 January 2015 by the WSH Council and are a partner of the bizSAFE Community.

Vision

Providing innovative construction solutions to our clients to help them BUILD their dreams into reality.

Mission

To grow into an all-round company with a strong business reputation by committing to BUILDING pride in our company and creating confidence, trust, and satisfaction for our clients.

Location of Operations Reported:

Headquarters: **Singapore**

COMMITMENT TO UNSDGs

Sustainability shapes every stage of how CPC Construction plans, builds, and delivers our projects. The work we carry out feeds into broader global efforts, and our approach is closely aligned with the United Nations Sustainable Development Goals (SDGs). The table below sets out how CPC Construction's initiatives and ongoing commitments support the environmental and social priorities that guide a more resilient and responsible future.

Our Sustainable Development Goals

SDG	Our Contributions
	Advancing equal opportunities and fair treatment across the organisation, including efforts to encourage greater representation of women in roles traditionally dominated by men.
	Practising responsible water use across our operations and looking for ways to reduce unnecessary consumption on site.
	Providing safe working conditions, fair employment practices, and opportunities for skills development across our workforce.
	Delivering construction projects with consideration for the surrounding environment and community impact.
	Working towards more efficient use of materials and resources, and reducing waste generated across our project sites.
	Taking initial steps to understand and manage our carbon footprint as part of our broader environmental responsibility.
	Being mindful of the natural surroundings of our project sites and supporting efforts to minimise environmental disruption where possible.

AWARDS & CERTIFICATIONS


GREEN AND GRACIOUS BUILDER Award

BCA GREEN AND GRACIOUS BUILDER AWARD

Presented to

CPC CONSTRUCTION PTE. LTD.

In the category

MERIT

Mr Lee Kay Chai
President
The Singapore Contractors Association Ltd

Louise Chua
Executive Director
The Singapore Contractors Association Ltd

Certificate No: 242 | Original issue date: 07 October 2013 | Issue date: 26 September 2024 | Expiry date: 06 October 2027

BCA Green and Gracious Builder Award (Merit)


SC2 ISO 9001: 2015

Accredited Certification Body SAC

CERTIFICATE OF REGISTRATION

Quality Management System

This certifies that the management system of

CPC Construction Pte Ltd
280 Woodlands Industrial Park E5
#09-20 Harvest @ Woodlands Singapore 757322

has conformed to the requirements of

ISO 9001: 2015

For the scope of

General Building Construction and Civil Engineering Works

General Manager
SC2 Pte Ltd

Certificate No: QMS/8538/22 | Date of Original Issue: 14 October 2022 | Date of Issue: 19 September 2025 | Date of Expiry: 13 October 2028

SC2 Pte Ltd - No1. Bukit Merah Lane 2 Construction House, Singapore 159760
This Certificate remains the property of SC2 Pte Ltd and shall be returned upon request. The use of certificate is subject to the terms and conditions of registration.

ISO 9001:2015
Quality Management System


SC2 ISO 14001: 2015

Accredited Certification Body SAC

CERTIFICATE OF REGISTRATION

Environmental Management System

This certifies that the management system of

CPC Construction Pte Ltd
280 Woodlands Industrial Park E5
#09-20 Harvest @ Woodlands Singapore 757322

has conformed to the requirements of

ISO 14001: 2015

For the scope of

General Building Construction and Civil Engineering Works

General Manager
SC2 Pte Ltd

Certificate No: EMS/0538/22 | Date of Original Issue: 14 October 2022 | Date of Issue: 19 September 2025 | Date of Expiry: 13 October 2028

SC2 Pte Ltd - No1. Bukit Merah Lane 2 Construction House, Singapore 159760
This Certificate remains the property of SC2 Pte Ltd and shall be returned upon request. The use of certificate is subject to the terms and conditions of registration.

ISO 14001:2015
Environmental Management System


SC2 ISO 45001: 2018

Accredited Certification Body SAC

CERTIFICATE OF REGISTRATION

Occupational Health and Safety Management System

This certifies that the management system of

CPC Construction Pte Ltd
280 Woodlands Industrial Park E5
#09-20 Harvest @ Woodlands Singapore 757322

has conformed to the requirements of

ISO 45001: 2018

For the scope of

General Building Construction and Civil Engineering Works

General Manager
SC2 Pte Ltd

Certificate No: OHSMS/0538/22 | Date of Original Issue: 14 October 2022 | Date of Issue: 19 September 2025 | Date of Expiry: 13 October 2028

SC2 Pte Ltd - No1. Bukit Merah Lane 2 Construction House, Singapore 159760
This Certificate remains the property of SC2 Pte Ltd and shall be returned upon request. The use of certificate is subject to the terms and conditions of registration.

ISO 45001:2018
Occupational Health and Safety Management System


WSHCOUNCIL

Date of Issue: 17/10/2025

bizSAFE STAR

CERTIFICATE

The Workplace Safety and Health Council is pleased to certify that

CPC CONSTRUCTION PTE. LTD.

has fulfilled the requirements to attain bizSAFE Level Star

This certificate is valid till 13/10/2028

Christopher Koh
General Manager
Workplace Safety and Health Council

Certificate No. EI/2/386

BizSAFE Star Certificate

Memberships

CPC Construction is an active member of these associations:

The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.

The Singapore Contractors Association Ltd

The Singapore Contractors Association Limited (SCAL) is a not-for-profit organisation representing more than 3,000 construction firms and allied businesses in Singapore. Since 1937, SCAL plays a pivotal role in being the voice of the construction industry in Singapore through facilitating in various platforms such as bridging closer working relationships between businesses and government agencies, networking events for members, recognition and awards platforms and administering programmes to drive business success.

Singapore Water Association

The Singapore Contractors Association Limited (SCAL) is a not-for-profit organisation representing more than 3,000 construction firms and allied businesses in Singapore. Since 1937, SCAL plays a pivotal role in being the voice of the construction industry in Singapore through facilitating in various platforms such as bridging closer working relationships between businesses and government agencies, networking events for members, recognition and awards platforms and administering programmes to drive business success.

MATERIAL TOPICS

Material Topic Overview

Pinpointing the sustainability topics most relevant to our operations plays a key role in making sure this report speaks to what matters most to our business and stakeholders. Given that this is CPC Construction's first sustainability report, we identified our material topics by benchmarking against industry practices and drawing on established approaches within the sector. Going forward, we aim to deepen our materiality assessment process by involving both internal teams and external stakeholders, allowing for a broader and more well-rounded view.

Methodology and Standards

Our materiality assessment was shaped by guidance from the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI), which helped us pinpoint the topics most material to our industry. We also examined sustainability disclosures published by other companies operating within the construction sector, ensuring our reporting reflects practices commonly adopted across the industry.



Material Topics
Energy (GRI 302)
Water consumption (GRI 303)
Emissions (GRI 305)
Waste generated (GRI 306)
Employment (GRI 401)
Occupational health & safety (GRI 403)
Training & education (GRI 404)
Diversity & equal opportunity (GRI 405)
Anti-corruption (GRI 205)

SUSTAINABILITY INITIATIVES

Green Initiatives

Deployment of Electric Vehicles for Site Logistics

CPC Construction has introduced electric trucks and vans into its fleet to support logistics operations on project sites. These vehicles produce no tailpipe emissions and operate with significantly less noise than their diesel counterparts, helping to improve air quality on site and reduce disturbance to surrounding communities. The company plans to progressively expand its EV fleet across future projects as part of its ongoing shift away from diesel-powered logistics.





Solar Photovoltaic Systems on Site Facilities

Solar panels have been installed on container offices and rest areas at CPC Construction's project sites, generating clean electricity to supplement power drawn from the grid. This renewable energy is used to support lighting, ventilation, and auxiliary equipment on site, helping to lower reliance on conventional energy sources during daytime operations.





SUSTAINABILITY INITIATIVES

Green Initiatives

Deployment of Battery Energy Storage Systems (BESS)

To reduce dependence on diesel generators, CPC Construction has deployed Battery Energy Storage Systems at project sites to power equipment such as cranes, hoists, and site offices. The system stores energy and works alongside the power grid, generators, or renewable sources, helping to cut fuel consumption, lower emissions, and reduce noise levels on site while maintaining a stable power supply.





Use of Low-Carbon Construction Materials

CPC Construction is working towards incorporating more sustainable materials into its projects, including recycled aggregates, green concrete, and certified sustainable timber. These choices help to lower the embodied carbon associated with our construction works while supporting the shift towards more environmentally responsible building practices.

Circular Economy Practices in Waste Management

Across our project sites, CPC Construction segregates construction waste streams and reuses materials such as steel, timber, and aggregates wherever feasible. We work with recycling facilities to responsibly manage waste generated during construction, minimising the volume sent to landfill and supporting more efficient use of resources.



SUSTAINABILITY INITIATIVES

Community Engagement

CPC CSR at Sree Narayana Mission Home



The CPC team volunteered at SNM Nursing Home, helping to clean and prepare the newly built 302-bed facility ahead of its scheduled opening in 2026. The home is SNM's second nursing home and will provide a safe, dignified environment for seniors in Nee Soon and the surrounding community.

Employee Training

Held alongside the celebration of 500,000 safe man hours, an external vendor led a practical session covering common workplace injuries, their causes, and prevention methods relevant to both site and office environments. Participants practised correct lifting techniques, back care fundamentals, and neck warm-up routines, supported by hands-on activities to improve spinal mobility.



Annual Workplace Safety and Health Convention 2025

CPC held its Annual WSH Convention on 25 October 2025 under the theme "Safety Through Leadership and Commitment," bringing together 65 staff and 180 workers for a full day of awards, sharing sessions, and team activities. The programme featured a WSH Awards presentation, a guest address on CPC's progress toward the WSH Performance Awards 2026, and a review of safety statistics, near-miss reports, and non-conformance cases in support of the Vision Zero movement.



CURRENT PROGRESS

FY 2026

ENVIRONMENTAL

Total Energy Consumption

21,802.67

GJ

Total absolute GHG emissions (Scope 1, 2, and 3)

1563.00

tCO_2e

Total Water Consumption

3,772.40

m^3

SOCIAL

6.96

Average training hours

Gender ratio of male and female



Young to older employees*



**Young: Under 30 years old, Older: Over 30 years old*

GOVERNANCE

24/7

access to whistleblowing channel to every employee

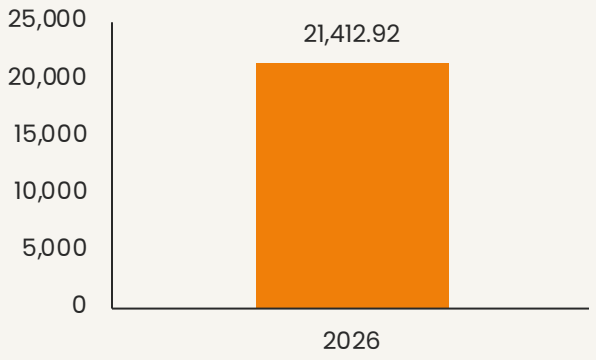
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incident relating to corruption and/or bribery

ENVIRONMENTAL METRICS

Energy Consumption

Total Diesel Energy Consumption
(GJ)



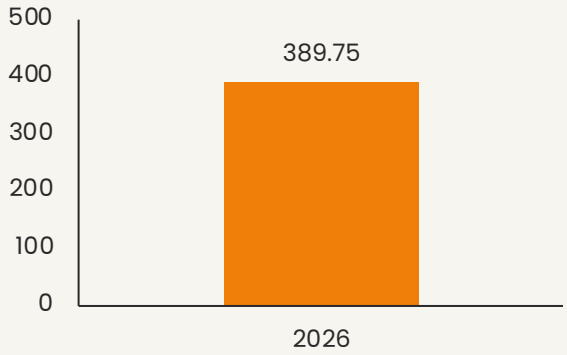
Diesel Energy Consumption	21,412.92 GJ

Total Diesel Consumption in Litres	
Year	**Diesel (litres)**
2026	563,227.00

Electricity Energy Consumption	389.75 GJ

Total Electricity Consumption in kWh	
Year	**Electricity (kWh)**
2026	108,263.63

Total Electricity Energy Consumption
(GJ)

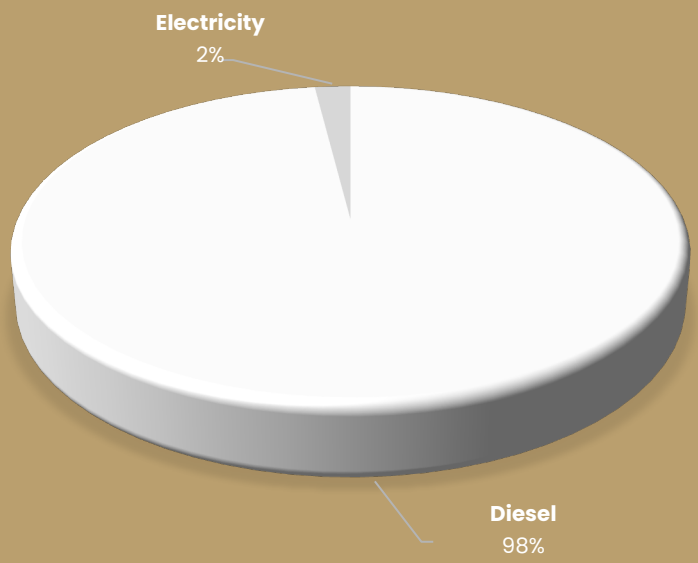


ENVIRONMENTAL METRICS

Total Energy Consumption

21,802.67
GJ

Breakdown of Energy Consumption

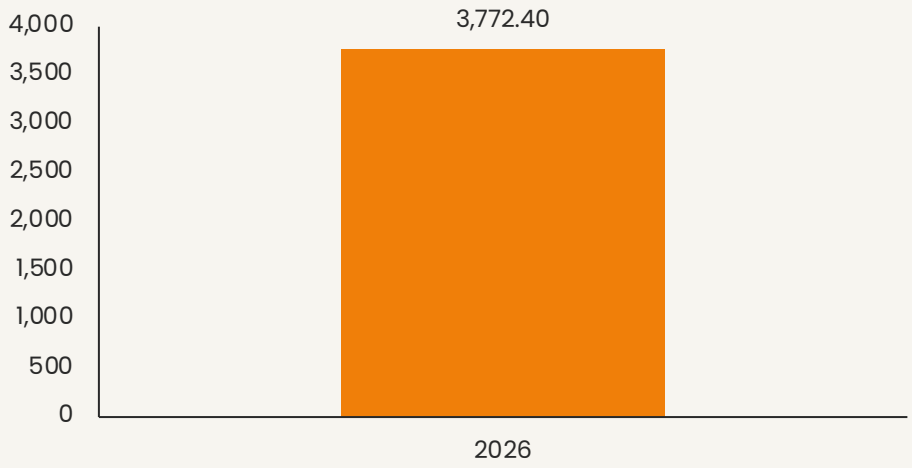


CPC Construction's energy footprint in FY2026 was made up of diesel and electricity consumed across our operations. The bulk of this usage came from diesel, used in non-stationary combustion equipment, particularly generators deployed at our project sites to supply power during the early phases of construction work. Electricity use made up a much smaller share of total consumption, drawn mainly from grid-supplied sources supporting our site and office operations.

ENVIRONMENTAL METRICS

Water Consumption 3,772.40 m³

Total Water Consumption
(m³)

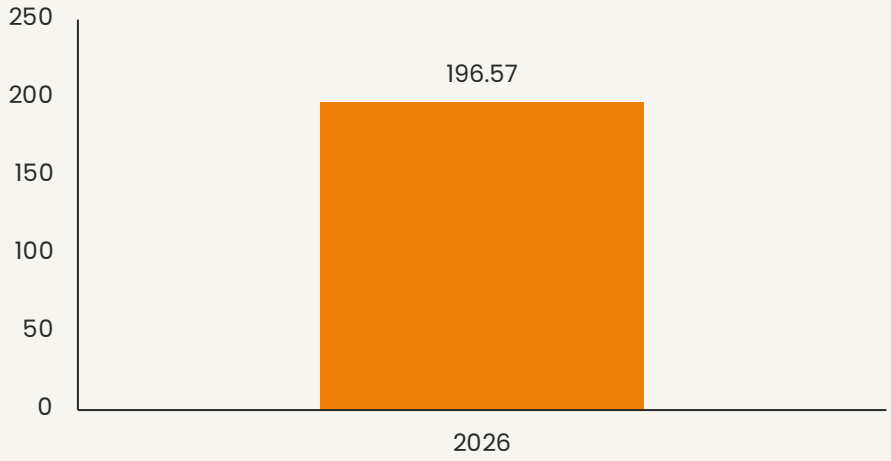


Throughout FY2026, CPC Construction took active steps to manage water use more efficiently across our sites and facilities. Sensor-activated fittings have been installed to minimise unnecessary flow and reduce the risk of water being left running unattended, a straightforward measure that supports our broader conservation goals. We are also placing greater emphasis on raising staff awareness around responsible water use through internal education efforts. Alongside this, we continue to assess our site cleaning and operational processes for opportunities to reuse or cut back on water, reinforcing our commitment to accountable and progressively improving water management practices.

ENVIRONMENTAL METRICS

Waste Generated **196.57** tonnes

Total Waste Generated
(tonnes)



As FY2026 marks CPC Construction's inaugural year of waste tracking, the figures gathered this year will serve as our baseline moving forward, allowing us to measure progress and the effectiveness of our waste reduction efforts in future reporting periods. Our current waste management approach is anchored on two key practices:

Responsible Sourcing of Materials
We prioritise suppliers and materials that generate less waste or can be more readily recycled. This includes working with suppliers who offer take-back arrangements for packaging and leftover materials, and favouring construction products with lower hazardous content wherever feasible.

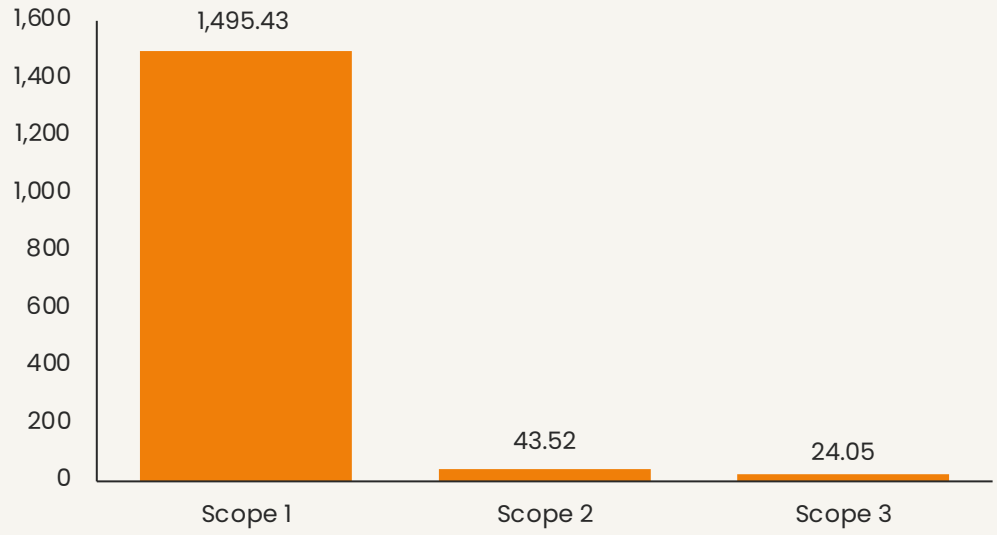
Structured Waste Segregation and Recycling
Across our project sites, we have put in place clearer waste segregation and recycling practices. Separating recyclable materials from general waste allows us to divert a meaningful share of waste from landfill and disposal facilities, laying the groundwork for continued improvement in how we manage both hazardous and non-hazardous waste going forward.

ENVIRONMENTAL METRICS

GHG Emissions

Total GHG Emissions Breakdown in FY2026

(tCO_2e)



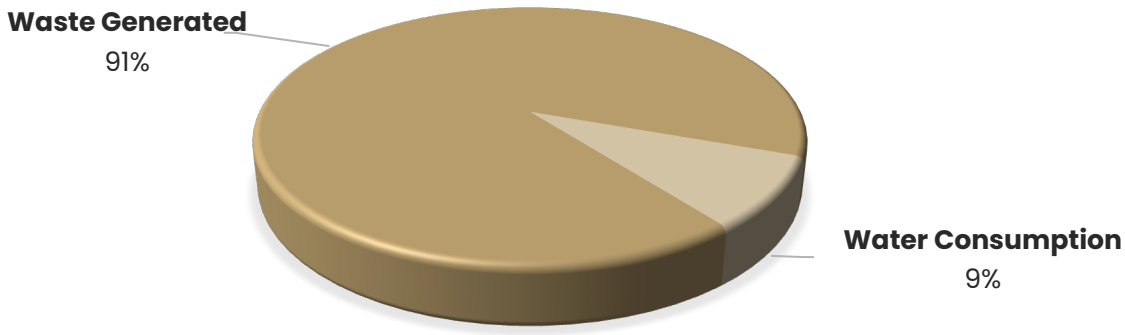
Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions
1,495.43 tCO_2e	43.52 tCO_2e	24.05 tCO_2e

Since FY2026 is CPC Construction's first year undertaking emissions reporting, the figures gathered this period will act as our baseline going forward. Having this reference point allows us to track our performance year on year and assess how effective our sustainability efforts have been over time. With this foundation established, CPC Construction will be in a stronger position to set clear reduction targets and monitor our progress toward long-term climate objectives.

ENVIRONMENTAL METRICS

GHG Emissions: Scope 3 Breakdown

Breakdown of Scope 3 Absolute Emission



Scope 3 Emissions Breakdown (tCO_2e)	
Water Consumption	2.15
Waste Generated	21.92

In FY2026, CPC Construction began tracking Scope 3 emissions for the first time, covering two categories under the GHG Protocol: Category 1 (Purchased Goods and Services), which captures emissions from water consumption, and Category 5 (Waste Generated in Operations), which captures emissions from waste disposed of across our sites. As this marks our first year undertaking this exercise, we plan to progressively widen our Scope 3 coverage in future reporting periods to include additional relevant categories.

Water Consumption
(under Purchased Goods and Services)
2.15 tCO_2e

Waste Generated
21.92 tCO_2e

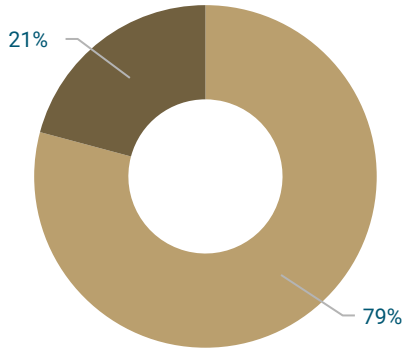
SOCIAL METRICS

Diversity and Equal Opportunity

Total Number of Current Employees[1] **72**

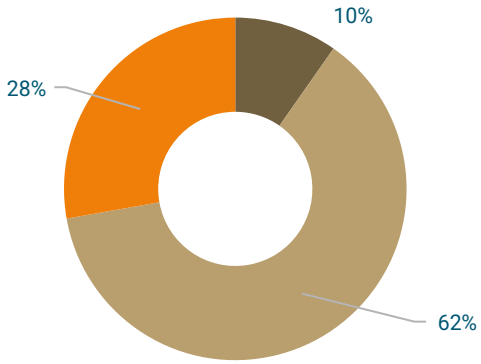
[1]As at 30 June 2026

Number of employees by Gender



Female	15
Male	57

Number of employees by Age Group



Under 30 years old	7
30-50 years old	45
Over 50 years old	20

CPC Construction is committed to fostering a workplace culture grounded in mutual respect, where colleagues of all ages and genders are recognised and treated fairly. We believe that an inclusive environment strengthens collaboration and performance, and we take deliberate steps to ensure every team member feels their individual contributions matter.

As with much of the construction sector, our operations naturally draw a workforce that skews male. That said, we remain firmly supportive of gender diversity and continue working to open equal pathways for both men and women to develop their careers and take on greater responsibility within the company.

Fairness and inclusion guide how we build our teams, and we take pride in cultivating a work environment that allows every employee, across all age groups, the opportunity to contribute meaningfully and grow professionally.

SOCIAL METRICS

Supporting Employee Well-being: New Hires

New Employee Hires

Category	Items	Number	Rate
By Age Group	Below 30 years old	0	0%
	Between 30 to 50 years old	16	36%
	Above 50 years old	1	5%
By Gender Group	Male	15	26%
	Female	2	13%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

At CPC Construction, building a strong team remains a key part of our growth strategy, and we are glad to bring on new colleagues who add fresh perspectives, varied skill sets, and renewed momentum to our projects. Every new addition supports our ability to innovate and strengthens the capabilities we need to take on future challenges. As the company expands, we stay focused on identifying and nurturing emerging talent, laying the groundwork for a sustainable pipeline of skilled professionals who will carry the business forward.



SOCIAL METRICS

Supporting Employee Well-being: Retention

Employee Turnover

Category	Items	Number	Rate
By Age Group	Below 30 years old	0	0%
	Between 30 to 50 years old	4	9%
	Above 50 years old	1	5%
By Gender Group	Male	5	9%
	Female	0	0%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

CPC Construction places genuine importance on cultivating a workplace where employees can grow and feel motivated to stay with the company long term. We work to create conditions where our people feel safe, recognised, and genuinely part of the CPC Construction team.

We back this commitment with a well-rounded range of employee benefits, covering life insurance, medical coverage, protection against disability and invalidity, parental leave, retirement contributions, performance-linked bonuses, yearly salary increments, competitive pay, and additional leave entitlements. Together, these benefits underline our dedication to supporting our people's wellbeing both at work and in their personal lives.



SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work- related injuries

0



Number of recordable work-related ill health cases

0



Given the physically demanding nature of construction work, safety sits at the core of how CPC Construction operates. We maintain rigorous safety protocols, clearly communicated procedures, and ongoing training to safeguard the wellbeing of everyone on our sites.

Should any incident arise, we carry out detailed investigations to identify underlying causes and use these findings to reinforce our safety measures. This continuous review process allows us to sharpen our risk controls, improve our safety systems, and cultivate a stronger safety culture, with the ultimate aim of ensuring every worker feels secure and confident while on site.

SOCIAL METRICS

Training and Education

Average Hours of Trainings per year per employee

7.95 hours
Male

3.20 hours
Female

Continuous development lies at the heart of how CPC Construction supports its people and drives the business forward. By investing in ongoing learning, we help our teams keep pace with industry shifts, emerging technologies, and evolving standards of practice.

Our employees can tap into a range of learning avenues, from technical and trade-focused courses delivered through BCA Academy and other recognised institutions, to hands-on training and guided mentorship. Through these avenues, our people are able to build their capabilities, advance in their careers, and play an active role in driving CPC Construction's continued growth.



GOVERNANCE METRICS

Board Composition

Number of Board of Directors

2

Number of Independent Board Directors

0

Number of Women on the Board of Directors

0

Anti-Corruption

CPC Construction has recorded no cases of corruption to date.

Bribery is unlawful in every jurisdiction and runs counter to the values we uphold as a company. Engaging in corrupt practices exposes those involved to criminal liability and brings serious repercussions for the organisation as a whole. We regard bribery as offering, whether directly or through an intermediary, anything of value with the intent of securing or holding onto a business advantage.

CPC Construction pursues business opportunities strictly on merit. We do not extend or accept anything of value to obtain an improper edge, and we do not provide gifts, travel, or entertainment as a means of influencing business outcomes. Cash or cash-equivalent gifts are never permitted under any circumstance, and we will not pursue business secured through means that go against our principles.

Our employees are required to flag any activity that appears irregular, helping us safeguard our standing in the market and protect our reputation. We likewise expect the partners we work with to uphold similar standards, and we will not engage third parties known to have a history of corrupt conduct on our behalf.

POLICIES

Quality, Environment, Occupational Health and Safety Policy

COMPETENCE

We believe that knowledge, applied with discipline and experience, builds competence and drives continuous improvement and sustainable growth for both individuals and the organisation. We empower our employees to work confidently and proficiently, apply best practices, seek smarter and more effective methods, reduce waste, and use resources responsibly to achieve higher standards of performance.

We believe in establishing, implementing, and sustaining robust quality, environmental, occupational safety and health objectives that go beyond basic compliance, ensuring consistent and measurable improvement through active consultation and participation of our workers and relevant interested parties.

We believe in planning, executing, and continuously refining effective measures to manage waste, prevent work-related injuries and ill health, optimise the use of resources in our operational activities, and maintain enduring compliance with applicable legislation, statutory regulations, and other requirements, while remaining vigilant against security threats.

PROGRESS

We believe that sustained success comes from continuous improvement and forward momentum, not one-time results. We systematically review our performance, learn from experience, adopt better technologies and methods, and drive improvements in safety, quality, productivity, and efficiency to ensure each project is delivered better than the last.

We believe in setting clear, measurable objectives and monitoring trends over time to guide decision-making, promote innovation, and strengthen our ability to adapt to changing client, regulatory, and industry expectations.

We believe in investing in improvement initiatives, digitalisation, and capability development that enhance long-term value, resilience, and competitiveness, ensuring the organisation remains relevant, efficient, and prepared for future challenges.

POLICIES

Quality, Environment, Occupational Health and Safety Policy

COHESIVENESS

We believe that strong outcomes are achieved when individuals, teams, and partners work together with shared purpose and accountability. We foster collaboration, mutual respect, and open communication across all levels of the organisation and throughout our supply chain.

We believe in building trust and alignment through clear roles, consistent standards, and transparent decision-making, ensuring that everyone understands expectations and contributes positively to collective success.

We believe in creating an inclusive and supportive environment where responsibilities are shared, challenges are addressed collectively, and successes are recognised as the result of teamwork, reinforcing a unified and resilient organisation.

GRI CONTENT INDEX

Statement of Use	CPC Construction has reported the information cited in this GRI content index for the period of 1 July 2025 to 31 June 2026 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
GRI 2: General Disclosures 2021		
2-1	Organisation details	Pg. 5
2-2	Entities included in the organisation's sustainability reporting	Pg. 5
2-3	Reporting period, frequency and contact point	Pg. 4
2-5	External assurance	Pg. 4
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2-24	Embedding policy commitments	Pg. 25-27
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GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Pg. 9
3-2	List of material topics	Pg. 9
3-3	Management of material topics	Pg. 9

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GRI Standard	Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Pg. 25
205-2	Communication and training about anti-corruption policies and procedures	Pg. 25
205-3	Confirmed incidents of corruption and actions taken	Pg. 25
GRI 302: Energy 2016		
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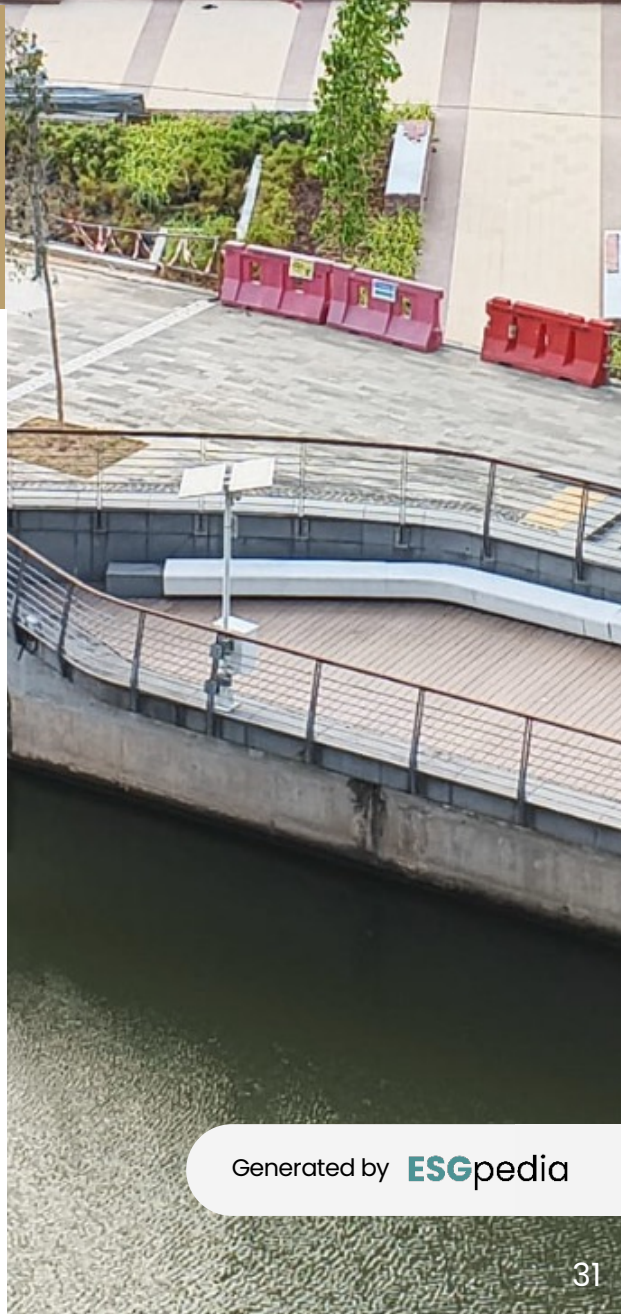
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