

SUSTAINABILITY REPORT 2019

Sustainability is
Everyone's Responsibility



VersaLink™ INTERNATIONAL

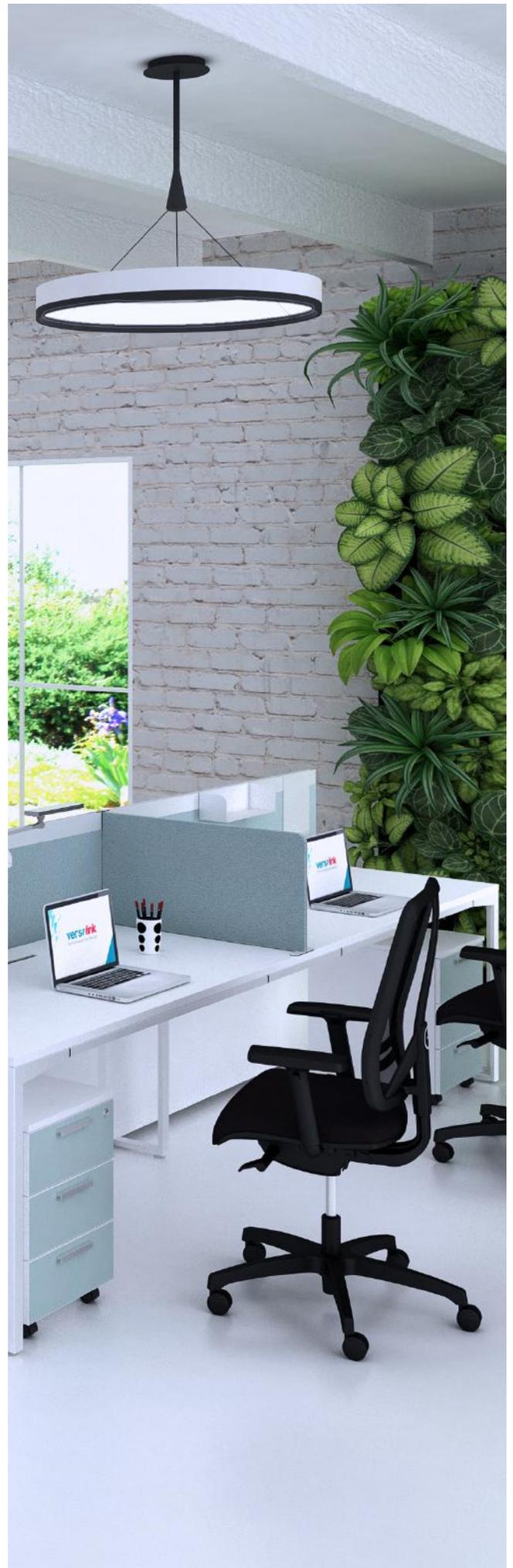
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This document has been prepared by the Company and its contents have been reviewed by the Company's sponsor, CIMB Bank Berhad, Singapore Branch ("Sponsor"), in accordance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalyst. This document has not been examined or approved by the SGX-ST. The SGX-ST assume no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

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ABOUT THIS REPORT

We are pleased to present the first annual sustainability report for **Versalink Holdings Limited** (“Versalink”). This report outlines Versalink’s Environmental, Social and Governance (“ESG”) performance for the financial year ended 28 February 2019.

Reporting Framework

This report has been prepared in accordance with the GRI standards: Core option. The report complies with the SGX-ST Listing Rules (711A and 711B) and the SGX Sustainability Reporting Guide.

Reporting Process

We have used the GRI Standards (GRI 101: Foundation and GRI 102: General Disclosures) to identify Versalink’s material economic, environmental and social impacts. Using the topic-specific GRI Standards, we have selected the most relevant disclosures for this report.

Report Content and Quality

We have determined the content of this report by applying GRI’s principles of stakeholder inclusiveness, sustainability context, materiality, and completeness.

The report content has been prepared using GRI’s principles of accuracy, balance, clarity, comparability, reliability and timeliness to help stakeholders assess our sustainability performance.

The ESG data provided in this report covers our offices and manufacturing facilities in Malaysia. The majority of data is collected from primary sources.

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Restatements

As this is our first sustainability report, restatements do not apply.

Assurance

We have not obtained external assurance for this sustainability report. We have relied on internal verification to ensure the accuracy of data.

Availability

This report, published independently from our Annual Report, is available in PDF form for download on our website at www.versalink.com.

Feedback

We welcome stakeholders’ input on this report at sustainability@versalink.com.

ESG PERFORMANCE HIGHLIGHTS

ESG PERFORMANCE SUMMARY			
ESG FACTORS	FY2019	FY2018	FY2017
SOCIAL			
TOTAL EMPLOYEES BY GENDER :			
Male	276	329	363
Female	77	84	94
Total employees	353	413	457
TOTAL EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER :			
Regular employees (Male)	276	329	363
Contract employees (Male)	0	0	0
Regular employees (Female)	77	84	94
Contract employees (Female)	0	0	0
TOTAL REGULAR EMPLOYEES BY EMPLOYMENT TYPE AND GENDER :			
Full time (Male)	276	329	363
Part time (Male)	0	0	0
Full time (Female)	77	84	94
Part time (Female)	0	0	0
TOTAL EMPLOYEES BY AGE GROUP :			
< 30 years old	130	155	181
30 - 49 years old	209	243	264
> 50 years old	14	16	12
GENDER MIX BY EMPLOYEE CATEGORY (% female)			
Operations, Support, Workers	259	304	349
Executive	62	72	67
Middle Management	28	34	34
Top Management	4	4	7
NEW EMPLOYEE HIRES BY AGE :			
< 30 years old	43	62	75
30 - 49 years old	17	104	26
> 50 years old	0	19	1

ESG PERFORMANCE SUMMARY			
ESG FACTORS	FY2019	FY2018	FY2017
NEW EMPLOYEE HIRES BY GENDER :			
Male	42	64	76
Female	20	26	26
Total new employee hires	62	90	102
EMPLOYEE TURNOVER BY AGE :			
< 30 years old	33	74	60
30 - 49 years old	48	56	60
> 50 years old	4	5	2
EMPLOYEE TURNOVER BY GENDER :			
Male	73	104	90
Female	12	31	32
Total Employee Turnover	85	135	122
Total Training Investment (RM)	40,845	22,287	52,234
AVERAGE TRAINING HOURS BY EMPLOYEE CATEGORY :			
Operations, Support, Workers	0.5	2.2	0.7
Executive	3.9	2.5	1.6
Middle & Top Management	8.8	2.4	7.3
Workplace Injury Incidence Rate	6	7	9
WORKPLACE INJURY FREQUENCY RATE :			
Male	6	7	9
Female	0	0	0
ABSENTEEISM RATE :			
Male	0.12%	0.44%	0.35%
Female	0.03%	0.12%	0.21%
Fatalities	0	0	0

ENVIRONMENT			
ESG FACTORS	FY2019	FY2018	FY2017
Total Energy Consumption (GJ)	6,335	6,508	5,914
Electricity Used (kWh)	1,759,769	1,807,847	1,657,816
Greenhouse Gas Emission / CO2 emission (tonnes)	1,297	1,278	1,172
Fuel consumption (litre)	19,200	19,000	15,950
Water consumptions (m3)	18,322	20,175	24,543
General Waste (m3)	595	655	430
Hazardous Waste (kg)	1,630	2,734	5,157
Recycle / Reuse (kg)	53,980	55,868	53,613
FINANCIAL (RM'000)			
Revenue	50,745	62,675	50,974
Loss, net of tax attributable to owners of the Company	(6,978)	(2,518)	(1,903)
Employee wages	15,201	17,348	15,139
Income tax credit (expense)	840	(120)	484

OUR APPROACH TO SUSTAINABILITY

As a furniture manufacturer, we choose our materials carefully to reduce the impact on the environment

Our sustainability approach is to conduct our business in a socially and environmentally responsible manner. Sustainability is infused right from the product development and design and choice of materials to production processes. We focus on managing the economic, social and environmental impacts of our operations and take into consideration the expectations of our key stakeholders. We also actively work with our trade customers to understand and to respond to their sustainability priorities.

As a furniture manufacturer, we choose our materials carefully to reduce the impact on the environment. Safety and health of our people at workplace is one of our top priorities. We are committed to hiring, developing and retaining the best talent to grow our business. Customer satisfaction remains our paramount goal. Customer satisfaction is directly linked to our ability to stay design-relevant, product quality and craftsmanship, productivity and timely delivery.

Board Statement

Versalink is committed to upholding the highest standards of ethics and integrity while conducting its business activities. The Group takes its environmental, social and governance responsibility seriously and ensures compliance with the applicable laws and regulations.

The Board of Versalink Holdings Limited considers sustainability issues as part of strategic formulation. The Board endorses the material ESG factors presented in this report. The Board also provides oversight of the management and monitoring of these material ESG factors, through periodic review of the key performance indicators.

Materiality

We have conducted an assessment of the most significant economic, social and environmental impacts, including risks and opportunities, of our business activities. Based on the assessment, we have identified our priority material ESG factors for reporting.

We have offered a detailed account of how we manage these issues throughout the report. A snapshot of our material ESG factors and their boundaries is provided in the table below.

ESG Goals And Targets

We have indicated our broad goals for each material ESG factor in the table below as well as throughout the report where we have described our sustainability policies, programmes and initiatives. We plan to develop more specific targets for the relevant ESG factors in due course and will include the necessary information in our future sustainability reports.



	Material Factors	Impact Boundary	Our Involvement	Management Approach and Goals
Environment	Energy Consumption	Use of electricity in offices, factories and retail stores Diesel and petrol consumption of on-site equipment and company vehicles	Direct	Minimise our energy consumption
	Greenhouse Gas (GHG) Emissions	Our carbon dioxide emissions are attributable to electricity and fuel consumption	Direct	Minimise our carbon emissions footprint
	Waste	Waste is generated mainly in our manufacturing facilities	Direct	Reduce, Recycle and Reuse waste Safe disposal of hazardous waste
	Environmental Compliance	Applicable across the Group	Direct	Ensure compliance with applicable environmental regulations
Social	Attract, Develop and Retain Talent	Applicable across the Group	Direct	Hire the best talent. Provide ongoing employee training and development
	Occupational Health and Safety	Mainly applicable to our manufacturing operations	Direct and Indirect	Ensure health and safety of all employees at work
	Human Rights (non-discrimination, forced labour, child labour, freedom of association and collective bargaining)	Mainly relevant to our manufacturing operations and supply chain	Direct and Indirect	Committed to protect human rights in accordance with applicable national laws and international conventions
Communities	Local communities	Applicable across the Group	Indirect	Be a responsible corporate citizen
Economic	Economic Performance	Applicable across the Group	Direct	Long-term sustainable growth of business with consistent value creation
	Anti-corruption	Applicable across the Group	Direct	Maintain zero-tolerance to corruption
	Socio-economic Compliance	Applicable across the Group	Direct	Ensure compliance with applicable laws and regulations

STAKEHOLDER ENGAGEMENT

We engage with our key stakeholders throughout the year in the course of our business. We consider our trade and retail customers, suppliers, employees, regulators, and local communities as our significant stakeholders as their opinion may have a material impact on our business.

We maintain ongoing engagement with our key stakeholders. Feedback from stakeholders helps us respond to their expectations and concerns more effectively.

We have summarized our stakeholder engagement in the table below.

Stakeholders	Their Expectations	How We Engage	How We Responds
<ul style="list-style-type: none"> Trade Customers and their end customers Retail Customers 	<ul style="list-style-type: none"> Value for money Stylish and aesthetic design High-quality material Green material Good craftsmanship Timely delivery 	<ul style="list-style-type: none"> Regular meetings and communication Regular visits to trade customers Factory audits Visits to our stores (retail customers) Marketing communications, website, and digital media 	<ul style="list-style-type: none"> Investment in research and development Well-equipped design studio and talented designers Stringent quality assurance process
<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Personal and professional development Workplace safety 	<ul style="list-style-type: none"> Performance appraisal Training Team meetings Company events 	<ul style="list-style-type: none"> HR policies to promote a conducive work environment, fair employment practices and people development Occupational health and safety system
<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Regular business Long-term relationship Clarity of specifications Timely payment 	<ul style="list-style-type: none"> Meetings and electronic communications Purchase orders and agreements 	<ul style="list-style-type: none"> Establish fair selection process Pay as per agreement
<ul style="list-style-type: none"> Government and Regulators 	<ul style="list-style-type: none"> Regulatory compliance Taxes 	<ul style="list-style-type: none"> Inspections and meetings Circulars and notices Regulatory filings 	<ul style="list-style-type: none"> Adhere to the applicable laws and regulations Maintain the necessary records
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Support for communities Responsible business operations 	<ul style="list-style-type: none"> Community development initiatives 	<ul style="list-style-type: none"> Commitment to corporate social responsibility
<ul style="list-style-type: none"> Shareholders 	<ul style="list-style-type: none"> Return on investment Sustainable business growth Good governance 	<ul style="list-style-type: none"> Board meetings Annual General Meeting Investor Relations briefings 	<ul style="list-style-type: none"> Ensuring good corporate governance Prudent business and financial planning Risk management



Membership of Associations

We engage with relevant trade associations through membership and attending their events. We play an active role at Kuala Lumpur and Selangor Furniture Industry Association ("KLSFIA") the official representative body of Malaysia's furniture and furnishings industry. Our CEO, Mr Matthew Law is currently the Deputy President of KLSFIA since 2016.

Our trade memberships include:

- Malaysian Furniture Council
- Malaysian Timber Industry Board
- Federation of Malaysian Manufacturers
- Kuala Lumpur & Selangor Furniture Industry Association
- Malaysian Interior Industry Partners Association

VISION, MISSION AND CORE VALUES

Versalink's Vision is to become a conscious-centred ethical global company, where we incorporate social goals in all our business goals, so as to maximise improvements in financial, social and environment well-being for all our stakeholders and the Mother Earth.

Our Mission is to create good impact in all that we do, through conscious business ethics where we develop best business practices and policies that lead us to operate based on Higher Consciousness decision-making and actions, and to experience higher levels of success, a more satisfied workforce, growth and longevity. We practice mindful awareness and do what is best for the whole by considering the impact on our employees, customers, suppliers, shareholders, the environment, and our community for each choice we made, so as to ensure a strong foundation of integrity, support, good-will and ethical behaviour in businesses.

Act With Integrity

We believe that everything starts with integrity. We act with integrity and being honest, doing the right thing even when no one is watching.

Respect Ourselves & Others

We treat ourselves and others with dignity and respect, while being tolerant and accepting of differences. We are mindful of our own thoughts, words and action at all times.

Keep Our Commitments

We keep our commitments by leading ourselves to do our best.
We persevere and never give up.

Being Responsible

We believe that we ourselves are responsible for everything that we do and every outcome of our own thoughts, words and actions. We do not blame others. We work together to achieve our goals as a team towards our common vision and goals.

Positive Attitude

We believe that with the right mental attitude while staying positive at all times, everything is possible. With this, we would then be able to achieve prosperity in our lives, not only financially, but also love, health and happiness for ourselves and the people around us.

Sharing & Caring

It is our nature and joy to share and care. We believe that we have the abundance of wealth, knowledge, skills and experiences to share with everyone.

Strive to be More

We always strive to be more through action, learning, experiencing, and growing.



PEOPLE

We are committed to nurturing a performance-driven organisation based on mutual respect and trust. Our human resources policies are designed to attract, develop and retain talent. Our workplace practices promote fairness, inclusivity, open communication, teamwork and health and safety.

Employees

As at end of FY2019, we employed 353 people across our operations in Malaysia. There were no temporary, part-time nor contract employees in the reported year.

Training

It is crucial that our employees have the rights skills and have the opportunities to continuously upgrade their skills and knowledge to be productive and efficient. We have implemented a comprehensive training policy to ensure ongoing learning and development of our employees at all levels. Continual on-job training is practiced in the whole company throughout the year. The HR department prepares an annual training plan for all employees in consultation with the respective heads of department. The training program includes topics based on a need assessment.

Benefits and Welfare

We comply with the local minimum wage regulations where we operate our factories. Versalink's full-time employees are eligible for a host of benefits in accordance with local laws. The employee benefits include annual leave, marriage leave, maternity leave, paternity leave, medical leave and insurance.

The company has also introduced in-house mindfulness programs for our employees to help relieve stressed employees and to introduce mental wellbeing and conscious-centred living to employees.

The company also organises multiple recreational activities that include corporate social responsibility activities, annual dinner and team building. We also host events to celebrate various festivals and year-end party.

Human Rights

We respect and uphold human rights in accordance with national laws and international conventions including the International Labor Organization's (ILO) standards. Our policies prohibit child labor, forced labor and discrimination in our operations as well as in our supply chain. There were no known or confirmed incidents of child labor, forced labor, discrimination or violation of workers' right to freedom of association in the reported period.

Grievance Resolution

We have implemented a grievance resolution mechanism in our facilities to ensure fair and transparent resolution of grievances filed by workers. We also encourage open communication between the managers and workers to promote harmonious working relations and to minimize complaints.

Employee Turnover

Our approach is to attract and retain the most suitable talent to support our business growth and to ensure quality and productivity to meet our customers' expectations.

Performance Management

We recognize and objectively reward performance of our employees. We have implemented a comprehensive appraisal system to assess the performance which covers all employees.



Health and Safety

Versalink is committed to be a responsible employer, where we provide a safe and healthy working environment for our employees and those whose work are under the control of Versalink.

The Group is committed:

- **To provide a safe and healthy working environment for all the workers**
- **To enhance the safety and health awareness among the workers and contractors towards safety practices within the company**
- **To avoid unintended incidents/accidents and meeting the applicable safety and health regulations**
- **To comply with the local safety and health regulations**

We have implemented a health and safety management system aimed at prevention of risks by taking appropriate measures and adopting safe work practices. In our furniture manufacturing facilities, the potential health and safety issues arise from use of machinery and tools, movement of bulky items, wood dust and chemical fume from spraying operations.

We provide the necessary personal protective equipment such as face masks, respiratory masks, safety glasses and safety gloves to employees engaged in manufacturing operations. Our facility employees receive regular training in operational safety.

To minimize the health effects of wood dust, our facilities are fitted with dust collector system and local exhaust ventilation mechanisms. Spraying operations are conducted in a secure booth to minimize the health hazards. We ensure all machinery, tools and equipment remain in good working order through regular maintenance and periodic inspections.

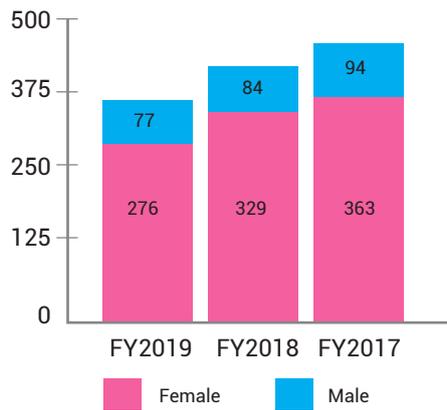
We have implemented procedures to collect and monitor health and safety data including the injury rate, accident frequency rate, occupational disease rate and fatality rate.

Chemical Safety

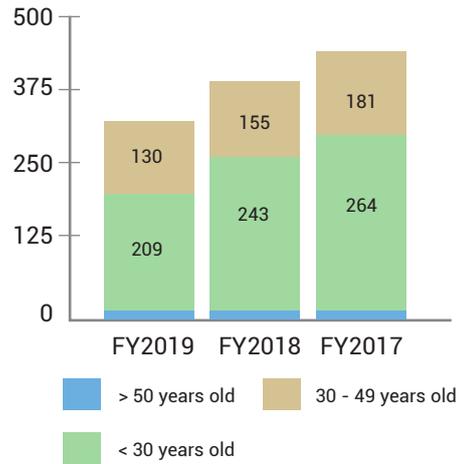
We carefully choose chemicals such as paints, resins, lacquers and solvents with lower led-content for our production processes to minimise the harmful effects on the health of our workers. We maintain Material Safety Data Sheets (MSDS) for all chemicals that are used in our production processes to ensure safety procedures are followed while handling these chemicals.



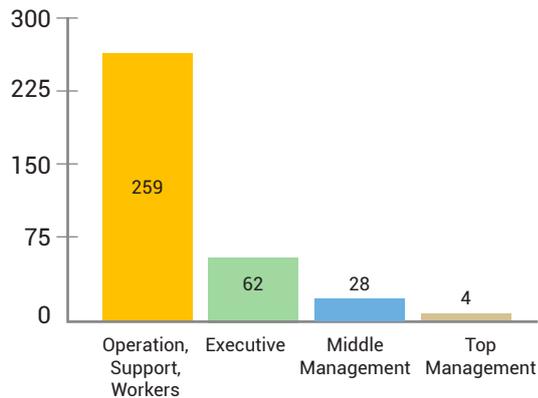
Total Number of Employees



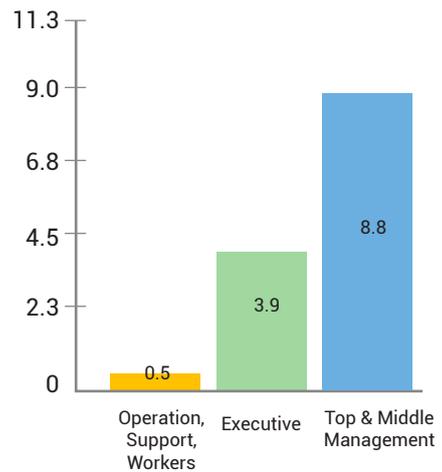
Employees by Age



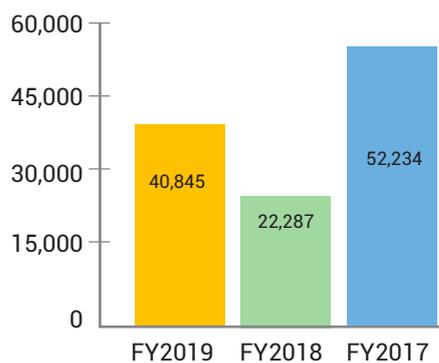
Employees by Category in FY2019



Average Training Hours by Employee Category in FY2019



Total Training Investment (RM)



ENVIRONMENT

We are committed to minimizing the environmental impact of our operations through waste and emission reduction, energy efficiency, promoting sustainability practices, both internally and among our customers and suppliers, and by meeting or exceeding all regulations applicable to our facilities.

We have implemented a comprehensive environmental management system in our facilities to protect the environment and make continuous improvement. Assessing environmental risks, taking preventive measures, employee training, setting goals and targets are integral parts of our environmental management efforts.

We strive to adopt environmental best practices aimed at pollution control, process improvement and efficient utilization of materials and to reduce and recycling of waste in all our activities and products.

We have programmes in place to increase employee awareness about environmental issues through training.

Sustainable Materials

Versalink aims for forest sustainability. To minimise the impact on the environment, we use raw material ethically sourced from sustainably-managed forests. We also use recycled materials where possible. We have also removed banned chemicals, identified by the industry as harmful to human health or the environment, from our production processes. We use high-grade lacquers, paints, coatings and solvents with low lead content and high-quality resins and glue in our production processes to minimise formaldehyde emissions.

As part of the global environmental and consumer well-being concern, the company has included the use of the following certified chipboard and also obtained the following **certifications**:

- E0 Grade and E1 CATAS certified for low formaldehyde emissions
- Forest Stewardship Council (FSC) certified chipboard
- CARB2 compliant by California Air Resources Board, a legislation enacted in 2007 to reduce the percentage of formaldehyde
- PEFC, an international non-profit, non-governmental organization dedicated to promoting sustainable forest management, to support global efforts to safeguard the world's forests
- **ISO 14001:2015 Environmental Management System**
- **Green Label**



Energy

Our approach is to continuously improve our energy efficiency to reduce our environmental footprint and to lower costs. Our energy consumption includes electricity, petrol and diesel. We use electricity in our offices, warehouses and stores for lighting, air-conditioning and to run equipment. and all employees are taught to conserve energy by turning off the light and air-conditioning during breaks and after working-hour. Petrol is used in company vehicles, and diesel is used in company vehicles and equipment such as backup power generators.

Greenhouse Gas (GHG) Emissions

Our GHG emissions result from the use of electricity, petrol and diesel. We strive to minimise our GHG footprint by improving energy efficiency. We have started measuring and monitoring the carbon dioxide (CO₂) emissions from our energy consumption.

Waste

In line with our eco-design philosophy, all our products are designed to minimise waste. Waste is generated primarily in our manufacturing facilities. Our hazardous waste includes chemical waste consisting of solvents, paints, inks, lacquer, contaminated cotton rags and chemical drums.

We have procedures in place for the segregation, storage and disposal of wastes as required by local regulations. The company practices Reduce, Reuse, and Recycle in the company.

Water

Our operations do not require significant amount of water. However, we understand the importance of conserving water. We monitor our water use and strive to use it more efficiently.

Environmental Compliance

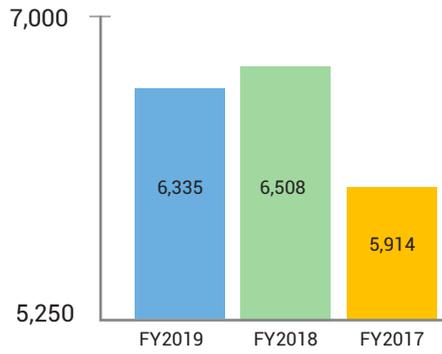
We are committed to complying with applicable environmental laws and regulations in countries where we have operations. There were no known or reported breaches or violations of environmental rules in the reported period.

Versalink is committed to sustainable growth of its business by leaving a positive footprint in the communities where we operate our business. The welfare of the local communities is an integral part of our approach to sustainability. We believe in nurturing trusted partnerships with the local communities where we operate our business.

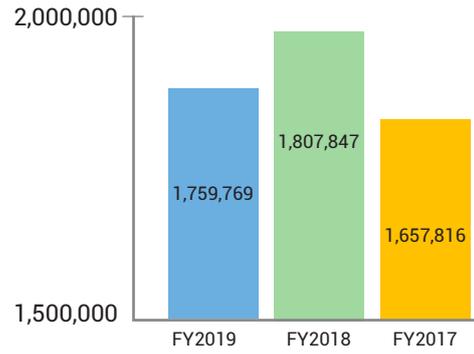
“We support various community programmes under our corporate social responsibility initiatives.”



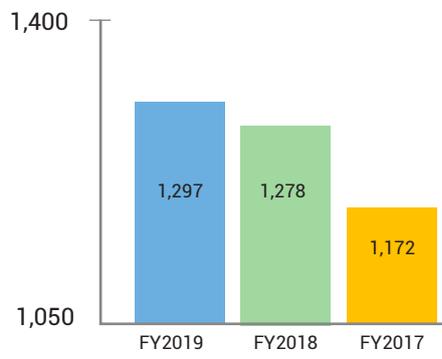
Total Energy Consumption (GJ)



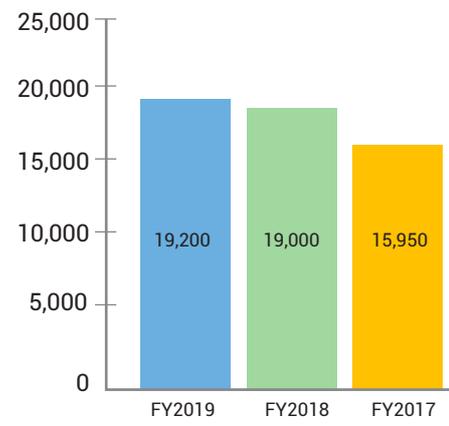
Electricity Used (kWh)



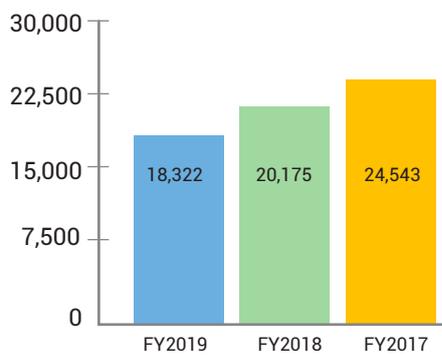
Greenhouse Gas Emission / CO2 emission (tonnes)



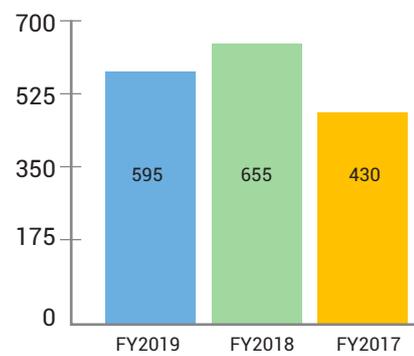
Fuel Consumption (litre)



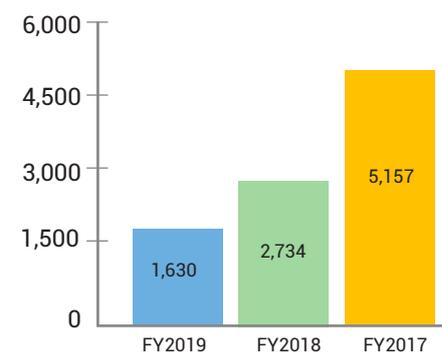
Water Consumption (m3)



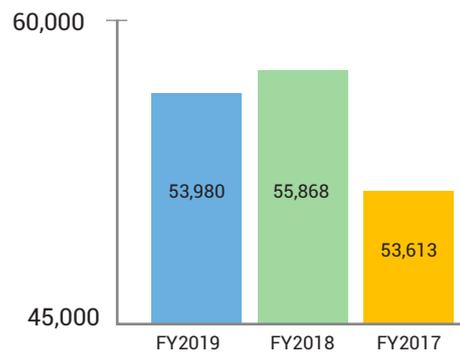
General Waste (m3)



Hazardous Waste (kg)



Recycle / Reuse (kg)



ECONOMIC PERFORMANCE

Our commitment is to generate long-term economic value for our shareholders and stakeholders including our customers, employees, suppliers and the local communities.

A summarized version of our economic performance, obtained from the financial statement, is provided in the table below. For our complete financial performance, please refer to the Annual Report FY2019.

Direct Economic Performance

ECONOMIC PERFORMANCE (RM'000)			
ECONOMIC PERFORMANCE INDICATORS	FY2019	FY2018	FY2017
Revenue	50,745	62,675	50,974
Loss, net of tax attributable to owners of the Company	(6,978)	(2,518)	(1,903)
Employee wages	15,201	17,348	15,139
Income tax credit (expense)	840	(120)	484

Indirect Economic Contribution

Our business activities generate significant direct and indirect jobs especially in Malaysia where we have established manufacturing facilities. Employee wages and taxes contribute to the local economies.

Suppliers

Our supply chain includes suppliers of raw material, mainly board, metal, components and paint products. We actively engage with our suppliers to ensure they adhere to our social, environmental and quality standards.

Our standard procedure for evaluating suppliers includes assessment of their compliance with our social and environmental criteria. The social and environmental indicators included in the supplier assessment include freedom of association, child labor, forced labor, non-discrimination, overtime, health and safety, minimum wage, environmental protection and anti- corruption.

Anti-Corruption

We require high ethical standards from our employees including the directors. We maintain zero tolerance against corruption, bribery, fraud and unethical conduct. Our Employee Code of Ethics sets out the Group's ethics policy that prohibits accepting or offering illegal payments or gifts. Employees are given a copy of the Code of Conduct and are required to acknowledge they have read and understood the Company's ethics policy.

There were no known or reported incidents of corruption in the reported period.

Socio-Economic Compliance

We are committed to conducting our business in a lawful manner in compliance with applicable rules and regulations. There were no known or reported breaches or violations of socio-economic regulations in the reported period.

GRI

CONTENT INDEX

Page number below indicated as AR2019 means reference made to our Annual Report FY2019.

GRI Content Index "in accordance" – Core			
GRI STANDARD	Disclosure	Page Number(s)	
GRI 101: Foundation 2016 (GRI 101 does not include any standards)			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational Profile		
	102-1 Name of the organisation	Versalink Holdings Limited	
	102-2 Activities, brands, products, and services	AR2019 : 2, 8	
	102-3 Location of headquarters	Malaysia	
	102-4 Location of operations	AR2019 : 8	
	102-5 Ownership and legal form	AR2019 : 18, 98-99	
	102-6 Markets served	AR2019 : 87	
	102-7 Scale of the organisation	AR2019 : 8-9, 66	
	102-8 Information on employees and other workers	4-5, 14	
	102-9 Supply chain	18	
	102-10 Significant changes to the organisation and its supply chain	None	
	102-11 Precautionary Principle or approach	7, 15-16	
	102-12 External initiatives	3, AR2019 : 16	
	102-13 Membership of associations	10	
	Strategy		
	102-14 Statement from senior decision-maker	7, AR2019 : 12-15	
Ethics and Integrity			
102-16 Values, principles, standards, and norms of behaviour	11-12, AR2019 : 7		

GRI Content Index “in accordance” – Core

GRI STANDARD	Disclosure	Page Number(s)
Governance		
	102-18 Governance structure	AR2019 : 18-34
Stakeholder Engagement		
	102-40 List of stakeholder groups	9
	102-41 Collective bargaining agreements	None
	102-42 Identifying and selecting stakeholder engagement	9
	102-43 Approach to stakeholder engagement	9
	102-44 Key topics and concerns raised	9
Reporting Practice		
	102-45 Entities included in the consolidated financial statements	AR2019 : 8, 70
	102-46 Defining report content and topic Boundaries	3, 7-8
	102-47 List of material topics	7-8
	102-48 Restatements of information	Not applicable as this is our first sustainability report
	102-49 Changes in reporting	No changes
	102-50 Reporting period	3
	102-51 Date of most recent report	Not applicable as this is our first report
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	3
	102-54 Claims of reporting in accordance with the GRI Standards	3
	102-55 GRI content index	19-23
	102-56 External assurance	3

GRI 102:
General Disclosures 2016

GRI Content Index "in accordance" – Core		
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