

OCEAN SKY

OCEAN SKY INTERNATIONAL LIMITED

2020 SUSTAINABILITY REPORT



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Sponsor Statement

The sustainability report has been prepared by Ocean Sky International Limited (the “**Company**”) and its contents have been reviewed by the Company’s sponsor, UOB Kay Hian Private Limited (the “**Sponsor**”), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) Listing Manual Section B:Rules of Catalist.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the accuracy, completeness or correctness of any of the information, statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Mr Lance Tan, Senior Vice President, at 8 Anthony Road, #01-01, Singapore 229957, telephone (65) 6590 6881.

CORPORATE PROFILE

Ocean Sky International Limited (“**Ocean Sky**” or the “**Company**” and together with its subsidiaries, the “**Group**”) is a Catalist-listed construction and property company. The Group is engaged in the civil engineering, construction and related services business (“**Construction and Engineering Business**”), and the business of property development, investment and management (“**Property Business**”).

Construction and Engineering Business

The Group’s wholly-owned subsidiary, Ang Tong Seng Brothers Enterprises Pte Ltd (“**ATS**”), operates primarily in Singapore and provides civil engineering services including earthwork, roadwork, drainage work, basement work, structural works involving demolition and underground infrastructure as well as other general building works.

In addition, ATS’ wholly-owned subsidiary, Ang Tong Seng Construction Pte Ltd (“**ATSC**”) streamlines the Group’s civil engineering operations through the wholesaling and leasing of construction-related machinery, equipment, materials and supplies.

Registered with the Building and Construction Authority of Singapore, ATS is currently classified under Grade C3 in the General Building category and Grade C1 in the Civil Engineering category.

Property Business

Property Development

Singapore

The Group, through its wholly-owned subsidiary, Atlantic Sky Investment Pte Ltd., redeveloped and sold a 999-year leasehold detached house at 6 Nim Drive.

Through its 40% indirect joint venture company, TSky Development Pte Ltd., the Group is redeveloping two freehold properties into high-end residential units, namely Sloane Residences at 17 Balmoral Road in District 10 and Cairnhill 16 at 16 Cairnhill Rise in District 9, for sale.

Cambodia

The Group’s wholly-owned subsidiary, Pacific Sky Investment Pte Ltd., together with its joint venture partners, are developing a proposed 71-unit shophouse development project, Eco Garden Mall, on a freehold land area of approximately 9,185 square metres in Kandal Province. The sale of the first phase, comprising 28 completed units, is currently ongoing. Meanwhile, 23 of these first phase units have been fully or partially rented out to generate income for the Group in the near term.

Property Investment

Australia

In March 2020, the Group completed the acquisition of a property located at 541 Blackburn Road, Melbourne, a four-storey office building with a net lettable area ('NLA') of 3,628 square metres in the Monash Technology precinct in Melbourne. Sitting on a freehold site area measuring 6,210 square metres, this investment property offers a 150-metre-long corner street frontage and has 157 on-site car parking lots. It is currently fully leased to a premium and diversified tenant mix with a weighted average lease expiry ("WALE") by income of approximate 2.96 years.

Singapore

In December 2020, the Group disposed of its investment property at 17 Tuas View Close, a 60-year leasehold two-storey detached factory with ancillary office with a gross floor area ("GFA") of 1,339 square metres. It was leased to a single tenant from July 2017 to December 2020.

The Group will continue to explore opportunities in Singapore and the Asia Pacific region to widen its foothold in property investment, to provide a source of recurring income stream.

BOARD STATEMENT

BOARD STATEMENT

We are pleased to present the annual Sustainability Report of Ocean Sky International Limited for our financial year ended 31 December 2020 (“**FY2020**”).

Sustainability is a part of the Group’s wider strategy to create long-term value for all its stakeholders. As such, the key material economic, environmental, social and governance (“**EESG**”) factors for the Group have been identified and cautiously reviewed by the Management. The data and information provided have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy of data and information. The board of directors of the Group (the “**Board**”) oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies.

REPORTING FRAMEWORK, PERIOD AND SCOPE

This report is prepared in compliance with the requirements of Rules 711A and 711B of the Singapore Exchange Securities Trading Limited Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”), and with reference to Practice Note 7F: Sustainability Reporting Guide of the Catalist Rules and the Global Reporting Initiative (“**GRI**”) Standards, Core option. We have chosen GRI as the sustainability reporting framework as it is internationally recognised and is widely adopted, enabling us to achieve a comprehensive and comparable disclosure of environmental, social and governance performance. This report highlights the EESG related initiatives carried throughout a 12-month period, from 1 January to 31 December 2020.

The Company’s sustainability report summarises the expectation from various stakeholders, general business environment that the Group is operating in and what the Group has done in order to ensure the sustainability of the Group over the years. Joint venture activities have been excluded as the operational control are run by different respective management teams.

The information disclosed in this Sustainability Report, read together with the information in the annual report for FY2020 (“**Annual Report 2020**”), will provide the readers with a holistic view of the operations of our Group. We will strive to maintain and/or improve the standards of the various EESG factors reported where appropriate and practicable, in accordance with the business activities of the Group in the future.

FEEDBACK

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

ACCESS

No hard copies of this Sustainability Report have been printed as part of our efforts to promote environmental conservation. You may visit SGX website or our company website <https://www.oceanskyintl.com> for our Sustainability Report.

On behalf of the Board

Ang Boon Cheow Edward
Executive Chairman & Chief Executive Officer






31 May 2021

POLICY, PRACTICES AND PERFORMANCE REPORTING

STAKEHOLDERS ENGAGEMENT

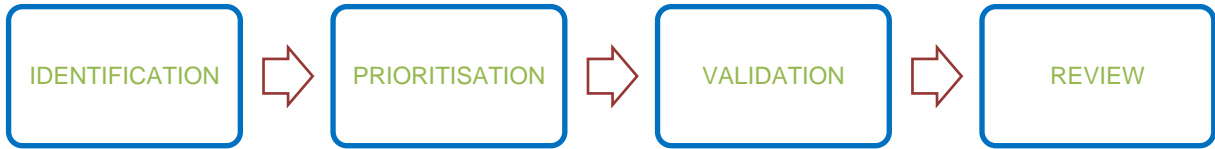
An important starting point in our sustainability journey is to identify our stakeholders and material factors relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies. These key stakeholders include, amongst others, shareholders, employees, customers, suppliers and authorities. We adopt both formal and informal channels of communication such as face-to-face meetings and supplier visits to understand the needs of key stakeholders and incorporate these into our corporate strategies to achieve mutually beneficial relationships.



Stakeholder	Engagement Platform	Frequency of Engagement	Key Concerns Raised
 Employees	Emails Meetings Performance appraisal Welfare & social events Training	Daily Monthly Annually Ad hoc Ad hoc	<ul style="list-style-type: none"> Workplace safety Workers welfare Talent retention and career progression
 Customers	Email communications, phone calls Meetings Company website (http://www.oceanskyintl.com)	Daily Ad hoc Ad hoc	<ul style="list-style-type: none"> On time project completion Service quality Workplace safety Competitive prices
 Suppliers and Service Providers	Email communications, phone calls Meetings Site visits Trade events	Daily Ad hoc Ad hoc Ad hoc	<ul style="list-style-type: none"> Prompt payment Service quality
 Investors / Shareholders	Announcements via SGXNet, company website General meetings Annual report	Ad hoc / Half-Yearly Annually Annually	<ul style="list-style-type: none"> Compliance to rules and regulations Financial results Business updates
 Government and Regulators	Seminars conducted by regulators Relevant government association memberships Email communications	Ad hoc Ad hoc Ad hoc	<ul style="list-style-type: none"> Compliance to rules and regulations

MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised to identify material factors which are validated internally. The end result of this process is a list of material factors disclosed in the Sustainability Report. Process of which is as shown below:



We have previously conducted a materiality assessment with the help of an external consultant to identify and determine the material EESG factors. EESG factors were identified and prioritised through internal workshops, peer reviews and social impact assessments at site level. Thereafter, materiality review is conducted every year by the Senior Management, incorporating inputs from the stakeholder engagements.

To determine if an EESG factor is material, we assessed its potential impact on the economy, environment and society and the influence on the various internal and external stakeholders of Ocean Sky. Applying the guidance from GRI, we have identified and maintained the following material EESG factors:



ECONOMIC

ECONOMIC PERFORMANCE

Ocean Sky firmly believes that focusing on financial sustainability is critical. The Company's basic principle is that long-term profitability and shareholder value is ensured by taking into account the interests of stakeholders, such as shareholders, employees, customers, suppliers and society as a whole.

FY2020 had been an exceptional year. It was the year of COVID-19. This disease started to spread in late 2019 and quickly became a pandemic in the first quarter of 2020, affecting almost every country in the world. As this virus is spread through close contact, many countries are forced to limit movement, commuting, gathering, crowding, travelling, etc. Majority of businesses that require human interaction and movement have been severely affected by such measures.

In Singapore, the virus infection outbreak in the worker dormitories in the first half of 2020 had affected the manpower availability for the construction sector, thus affecting the progress of the Group's construction projects. As the situation improved in the second half of 2020, workers were progressively allowed to resume work at the construction sites, with safe management measures in place.

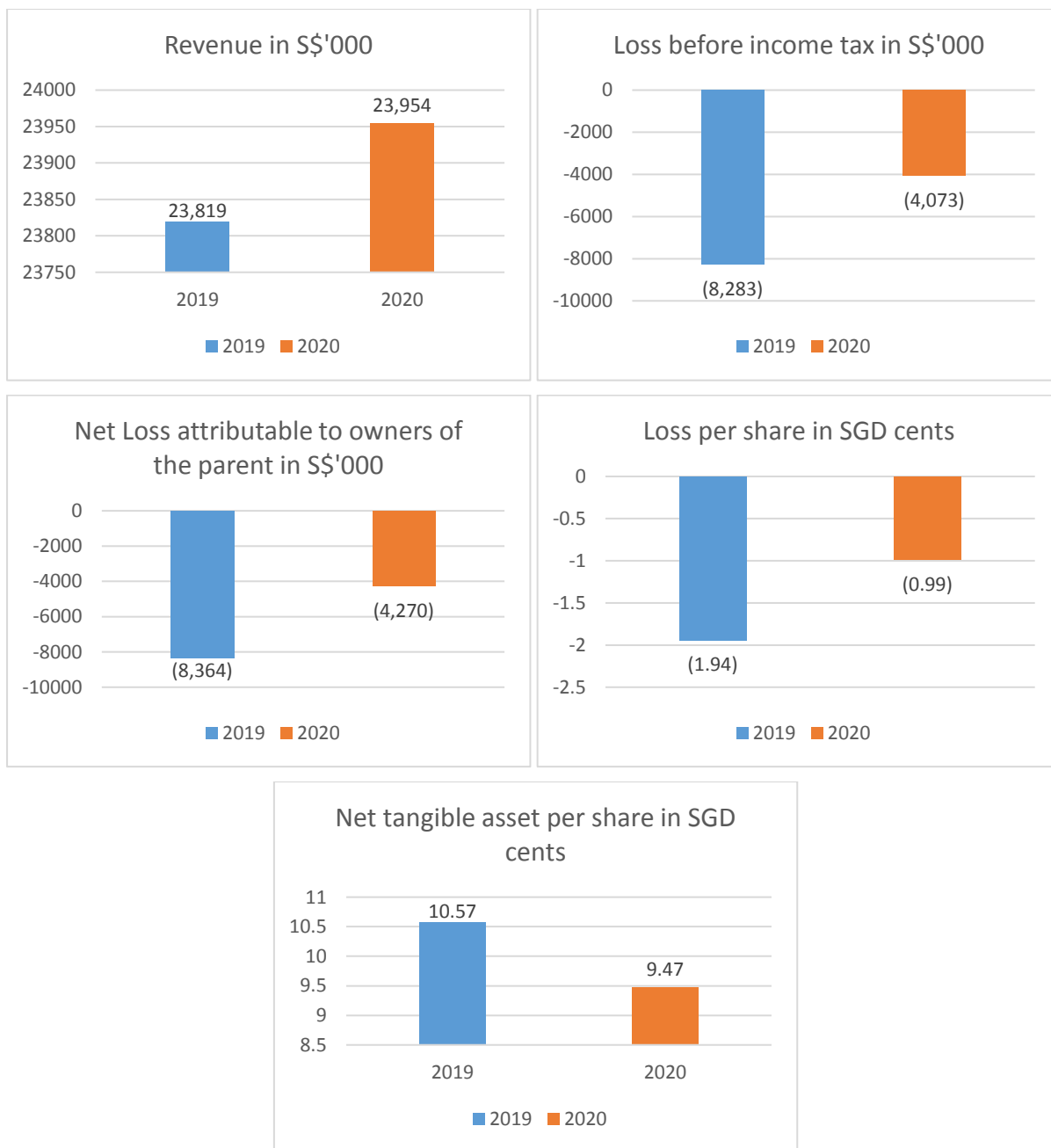
The Group recorded a revenue of S\$23.95 million for FY2020 compared with S\$23.82 million for financial year ended 31 December 2019 ("**FY2019**").

Revenue from Construction and Engineering Business decreased by S\$7.86 million to S\$15.70 million for FY2020 from S\$23.56 million for FY2019 due mainly to the suspension of construction work during Covid Circuit Breaker and the subsequent slow restart of construction activities after Phase 1 re-opening.

Revenue from Property Business increased by S\$7.99 million to S\$8.25 million for FY2020 from S\$0.26 million for FY2019 due to the sale of development property at 6 Nim Drive in Singapore and the additional rental income arising from the acquired investment property in Melbourne, Australia with effect from March 2020.

Other income, comprising mainly government grants and interest income, increased by S\$1.34 million to S\$1.79 million for FY2020 from S\$0.45 million for FY2019 due mainly to the Job Support Scheme payout and the Foreign Worker Levy rebates provided by the Singapore Government during the financial year.

Financial Highlights



For detailed financial results, please refer to the following sections in our Annual Report 2020:

- Financial highlights, pages 4 to 5;
- Operations review, pages 20 to 21; and
- Financial statements, pages 56 to 124.

ANTI-CORRUPTION

Ocean Sky does not tolerate any form of corruption. This has been made clear to all of our employees, suppliers and business partners. We have achieved the target we set last year. There were no incidents of corruption reported in FY2020 (FY2019: Nil). We will continue to remind our staff regarding our anti-corruption policy and strive to ensure that there will be no incidents of corruption in the Group for the financial year ending 31 December 2021 (“**FY2021**”).

Whistle-blowing policy

The Company has put in place a whistle-blowing framework whereby staff of the Group may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters. The framework includes arrangements for independent investigation and appropriate follow-up of such matters.

To ensure independent investigation of such matters and for appropriate follow-up action, all whistle-blowing reports are addressed and sent to the Audit Committee Chairman. A whistle-blower email address has been created for reporting suspected fraud, corruption, dishonest practices or other similar matters. Details of the whistle-blowing policy and arrangements have been made known to all staff. In addition, new staff is briefed on the policy during the orientation programme. No whistle-blowing report was received during FY2020 (FY2019: Nil).

ENVIRONMENTAL

ENERGY AND WATER

The Group is fully aware of its responsibility for nurturing the environment and lessening negative environmental consequences at our worksites and the environment where we operate. We monitor our energy (both electricity and diesel) and water consumption at our work places to ensure that we use our resources economically, meaningfully and responsibly.

Ang Tong Seng Brothers Enterprises Pte Ltd has been awarded BCA Green and Gracious Builder (SMC) Award in the category Certified in 2016.

Below are our performance indicators in FY2020 compared to FY2019:

	<u>2019</u>	<u>2020</u>
 Electricity consumption (kWh)	146,495	127,702
Diesel consumption (litres)	633,495	398,786
Water consumption (Cu M)	2,284	2,703

Our electricity and diesel consumption decreased by 13% and 37% respectively due to work from home arrangement for all office staff, reduced fabrication activity for construction-related materials and no construction activity carried out at site by the Group for approximately 4 months during the Covid Circuit Breaker and Phase 1 re-opening periods.

We have obtained an approval for the setup of temporary living quarters in the office premise from June 2020 to March 2021 for our stranded Malaysian workers. Together with the discovery of an underground water leakage, which had been resolved in December 2020, led to a 18% increase in our water consumption.

To achieve cost reduction and improve service delivery, ATSC fabricated the supplies of construction-related materials and undertook the maintenance of machinery to support ATS projects. We target to maintain or lower our energy and water consumption in FY2021.

In 2020, we obtained a 4.5-star rating from National Australian Built Environment Rating System (NABERS) by the Australian Government for our investment property in Melbourne, Australia. We target to maintain or improve the 4.5-star NABERS rating in FY2021.

ENVIRONMENTAL COMPLIANCE

Similar to FY2019, there were no incidents of non-compliance with environmental-related laws and regulations resulting in significant fines or sanctions in FY2020, and we endeavour to maintain this track record in FY2021.

To help the environment in our own little ways, we strive to continue the following initiatives:

- ✓ Only print when necessary and/or double-sided printing to reduce paper wastage
- ✓ re-using water for washing to reduce water wastage
- ✓ switching off lights and air-conditioners during lunch break
- ✓ recycling materials from one project to another where possible.

SOCIAL

EMPLOYMENT

Every employee plays an essential role in our Group. We achieve success by promoting a collaborative work environment in which everyone is committed to achieve our corporate goals based on open and honest communications while showing care and support for each other. Our employees are the drivers of our business and we believe in creating a respectful, rewarding and safe working environment for our people. We support and respect the protection of internationally proclaimed human rights.

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

We provide competitive remuneration based on merit to all our employees. Our employees are not covered by collective bargaining agreements.

The Group has a total of 203 employees in FY2020 (FY2019: 233) with 16% (FY2019: 29%) new recruitments over 31% (FY2019: 18%) resignations.

During Covid-19 period, control measures in both Singapore and Malaysia were implemented to prevent the spread of the virus which led to our Malaysian staff not being able to travel back to Malaysia. We provided accommodation to our Malaysian staff who travel daily between Singapore and Johor Bahru during the Covid Circuit Breaker.

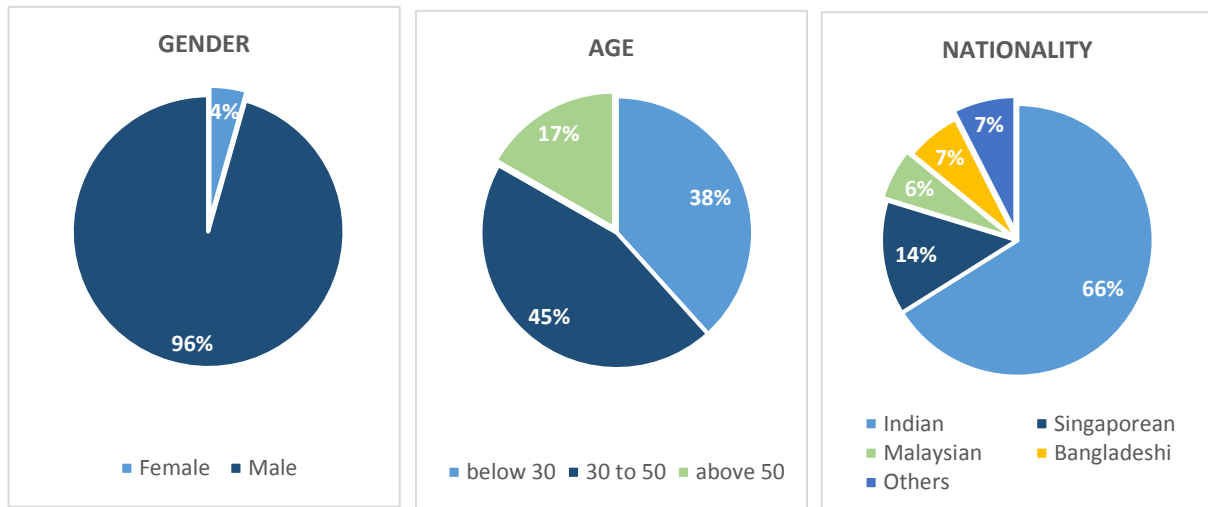
DIVERSITY AND EQUAL OPPORTUNITY

We do not discriminate employees according to their race, age, gender, religion, ethnicity, facial attractiveness, physical impairments, sexual preference, political viewpoints or nationality. We strive to achieve a fair proportion of diversity in terms of gender, age and nationality in our workforce. We aim to provide equal opportunities to all employees based on their individual skillset and competencies.

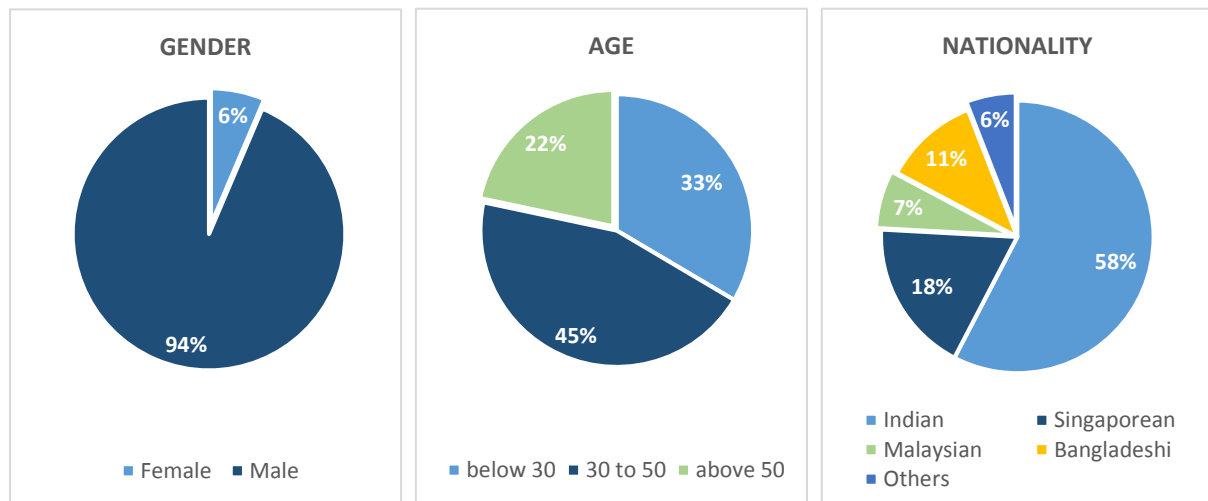
We have achieved the target we set last year. There were no cases of discrimination (FY2019: Nil) reported in FY2020. and we will continue to ensure to be fair with our employees as well as no discrimination in our company throughout the years.

Our headcounts for FY2019 and FY2020 were distributed as follows.

2019



2020



We enjoy major festival celebrations with our employees. However, due to Covid-19 pandemic, we only managed to celebrate Chinese New Year in 2020. Nevertheless, long service awardees were given cash rewards for their continuous support and contribution.

OCCUPATIONAL HEALTH AND SAFETY

We are also committed to safeguarding our employees' health and safety against any potential workplace hazards. The focus on health and safety is important for Ocean Sky. It is not only a fundamental right for our workers to be able to work in a safe environment, but when our employees' wellness is attained, our productivity increases, and our best is given to our customers. By implementing job safety guidelines, we are committed to provide a hazard-free workplace to ensure the well-being of both our employees and environment.

Ocean Sky employs a variety of measures to ensure the health and safety of all our staff. Daily onsite work briefing, including risks assessments, required safety measures, designed personal safety protections, and most importantly, the spirit of teamwork, are strongly emphasised on each individual project site, by our designated competent safety coordinators. Lead safety coordinator and safety officers are always on random site checks to ensure safety compliances and put-up necessary discussions and comments to the respective teams, so as to further improve on the safety measures and well-being at the ongoing project.

We have achieved the target we set last year. There was no reported incident of work-related accident in FY2020 (FY2019: Nil). We endeavour to maintain this track record and target to have zero reportable incident of work-related accident to the Ministry of Manpower in FY2021.

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

We currently have the following certifications:

Current Certification	Date issue	Expire date
Certificate of Commendation (commitment to WSH in building a safe and healthy work culture through CultureSAFE)	30-Sep-19	29-Sep-21
ISO 9001:2015	24-Jun-20	23-Jun-23
BizSafe Certificate Level 3 (Awarded to ATSC)	30-Oct-20	29-Oct-23
BizSafe Star Certificate (Awarded to ATS)	22-May-18	29-May-21
OHSAS-18001:2007	15-May-18	29-May-21

Covid-19 Control Measure

The Group has implemented Covid-19 control measures in accordance with those set by the Minister of Manpower such as work from home arrangement for office staff, segregation of the employees, restricting of physical meetings at the workplace and safe distancing. We also provided face mask to all our employees to ensure they are protected from Covid-19 virus.

TRAINING AND EDUCATION

It is in the interest of Ocean Sky that career development programmes are set for individual employees on an on-going basis based on their individual needs and goals. We have achieved the target we set last year. 22% (FY2019: 21%) of employees attended trainings in FY2020. A total of 38 training programmes were provided to our employees in FY2020 (FY2019: 34 programmes) averaging 1 day (FY2019: 2 days) per employee who attended. We will continue to provide trainings to our employees for their development and will target at least 5% of our total employee to attend trainings annually.

Course Title	Course Objective	Employee Category
Continuing Education & Training (CET) course in Reinforced Concrete Works	The need for continuously improving our workers' skill and their capability development	Site Supervisor Carpenter
Continuing Education & Training (CET) course in Construction Plant Operation	The need for continuously improving our workers' skill and their capability development	Plant Supervisor
Continuing Education & Training (CET) course in Plumbing & Piping works	The need for continuously improving our workers' skill and their capability development	Site Supervisor
Continuing Education & Training (CET) course in Waterproofing Works	The need for continuously improving our workers' skill and their capability development	Carpenter
Earth Control Measures Training Pass	Achieving better quality and standards of earth control measures (ECM) through continuing education and training.	Senior Project Manager
Environmental Control Officer Course	Provide training on the environmental health control work and ensure that construction sites are kept free of environmental health problems.	WSH Coordinator
Perform Rigger and Signalman Tasks	Perform Rigger and Signalman Tasks	Construction Worker
Perform Work in Confined Space Operation	Introduce workers to the common safety & health hazards & takes necessary preventive measures to avoid injuries working in manholes & other confined spaces	Construction Worker
Supervise Safe Lifting Operation	To equip worker with necessary skills on lifting operation involving the use of any crane	Construction Worker
Safe Management Officer Course For Construction	To equip SMOs and SDOs with the knowledge and skills to implement and coordinate a system of Safe Management Measures	Senior Project Manager Site Manager Senior Site Supervisor Site Supervisor Plant Supervisor Senior Site Foreman Senior Site Coordinator Project Safety Coordinator WSH Coordinator Construction Worker
Underground Services Detection Course	To equip worker with necessary skills on excavating operation involving the use of the excavator	Assistant Excavator Operator
Financial Reporting Standards Virtual Workshops 2020	FRS Update	Senior Finance Manager Finance Executive

SOCIOECONOMIC COMPLIANCE

We pride ourselves in having good corporate governance and observing compliance with applicable laws and regulations. The Group is committed to conduct the business with integrity and to safeguard the interest of all our stakeholders, both internal and external. We have achieved the target we set last year. There were no significant fines or non-monetary sanctions for non-compliance with laws and regulation in FY2020 (FY2019: Nil). We will strictly ensure to be compliant at all times.

GOVERNANCE

CORPORATE GOVERNANCE

The Board and the Management of Ocean Sky are committed to the best practices in corporate governance to ensure sustainability of the Group's operations. We believe that our constant drive for corporate excellence will allow us to establish a more transparent, accountable and equitable system, thereby increasing the value of the Company and its value to our shareholders. Please refer to the Annual Report 2020 pages 22 to 44 for details of the Group's Corporate Governance Report.

RISK MANAGEMENT

The Board is committed to ensuring that the Group has an effective and practical enterprise risk management framework in place to safeguard Shareholders' interests, and the sustainability of the Group as well as provide a basis to make informed decisions having regard to the risk exposure and risk appetite of the Group. For detailed disclosure on our risk management, please refer to pages 35 to 36 of our Annual Report 2020.

We aim to perform risk assessment annually and ensure compliance on disclosures in accordance with the Singapore Exchange Securities Trading Limited requirements.

BUSINESS ETHICS AND COMPLIANCE

All of our staff are reminded of the importance of upholding the highest standards when it comes to business ethics. The Group regularly updates relevant staff with development in international and local regulations. We have achieved the target we set last year. There was no (FY2019: Nil) non-compliance to laws and regulations as reported under Socio-economic compliance above in FY2020. We will continue to aim for zero incidents of non-compliance in the following years.

GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Reference / Description	
GRI 101: Foundation 2016			
GENERAL DISCLOSURE			
GRI 102: General Disclosures	102-1	Name of organisation	Ocean Sky International Limited
	102-2	Activities, brands, products and services	Sustainability Report ("SR") pages 1 to 2
	102-3	Location of headquarters	Annual Report ("AR") page 3
	102-4	Location of operations	SR pages 1 to 2
	102-5	Ownership and legal form	AR pages 3, 61, 125 to 126
	102-6	Markets served	SR pages 1 to 2
	102-7	Scale of the organisation	SR pages 1, 2, 11 to 12
	102-8	Information on employees and other workers	SR pages 11 to 12
	102-9	Supply chain	With regard to managing our supply chain, Ocean Sky has a process in place for selecting our suppliers by checking on their industry reputation, track record, and Health, Safety and Environment (HSE) standards. We make it a priority to engage our potential and current suppliers through frequent reviews and feedback to ensure they have the right capabilities and adequate resources to support the Group's projects and activities.
	102-10	Significant changes to the organisation and its supply chain	None
	102-11	Precautionary Principle or approach	Ocean Sky supports the intent of the Precautionary Principle, but has not expressed a specific commitment.
	102-12	External initiatives	None
	102-13	Membership of associations	BCA and SBF
	102-14	Statement from senior decision maker	SR pages 3 to 4
	102-16	Values, principles, standards and norms of behaviour	SR page 15
	102-18	Governance structure	SR page 15
	102-40	List of stakeholder groups	SR page 5
	102-41	Collective bargaining agreements	None
	102-42	Identifying and selecting stakeholders	SR page 5
	102-43	Approach to stakeholder engagement	SR page 5
	102-44	Key topics and concerns raised	SR page 5
	102-45	Entities included in the consolidated financial statements	AR page 92
	102-46	Defining report content and topic boundaries	SR page 3
	102-47	List of material topics	SR page 6
	102-48	Restatement of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	SR page 3
	102-51	Date of most recent previous report	29 May 2020
	102-52	Reporting cycle	Annually
	102-53	Contact point for questions about the report	SR page 3
102-54	Claims if reporting in accordance with the GRI Standards	SR page 3	
102-55	GRI content index	SR pages 16 to 17	
102-56	External Assurance	We may seek external assurance in the future.	
MATERIAL TOPICS			
GRI 201: Economic performance	201-1	Direct economic value generated and distributed	SR pages 7 to 8
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	SR page 9
GRI 302: Energy	302-1	Energy consumption within the organization	SR pages 9 to 10

GRI 303: Water	303-1	Water withdrawal by source	SR pages 9 to 10
GRI 307: Environmental compliance	307-1	Non-compliance with environmental laws and regulations	SR page 10
GRI 401: Employment	401-1	New employee hires and employee turnover	SR page 11
GRI 403: Occupational health and safety	403-2	Types of injury and rates of injury, occupational diseases, lost	SR pages 12 to 13
GRI 404: Training and Education	404-1	Average hours of training per year per employee	SR pages 13 to 14
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	SR pages 11 to 12
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	SR page 14

OCEAN SKY

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