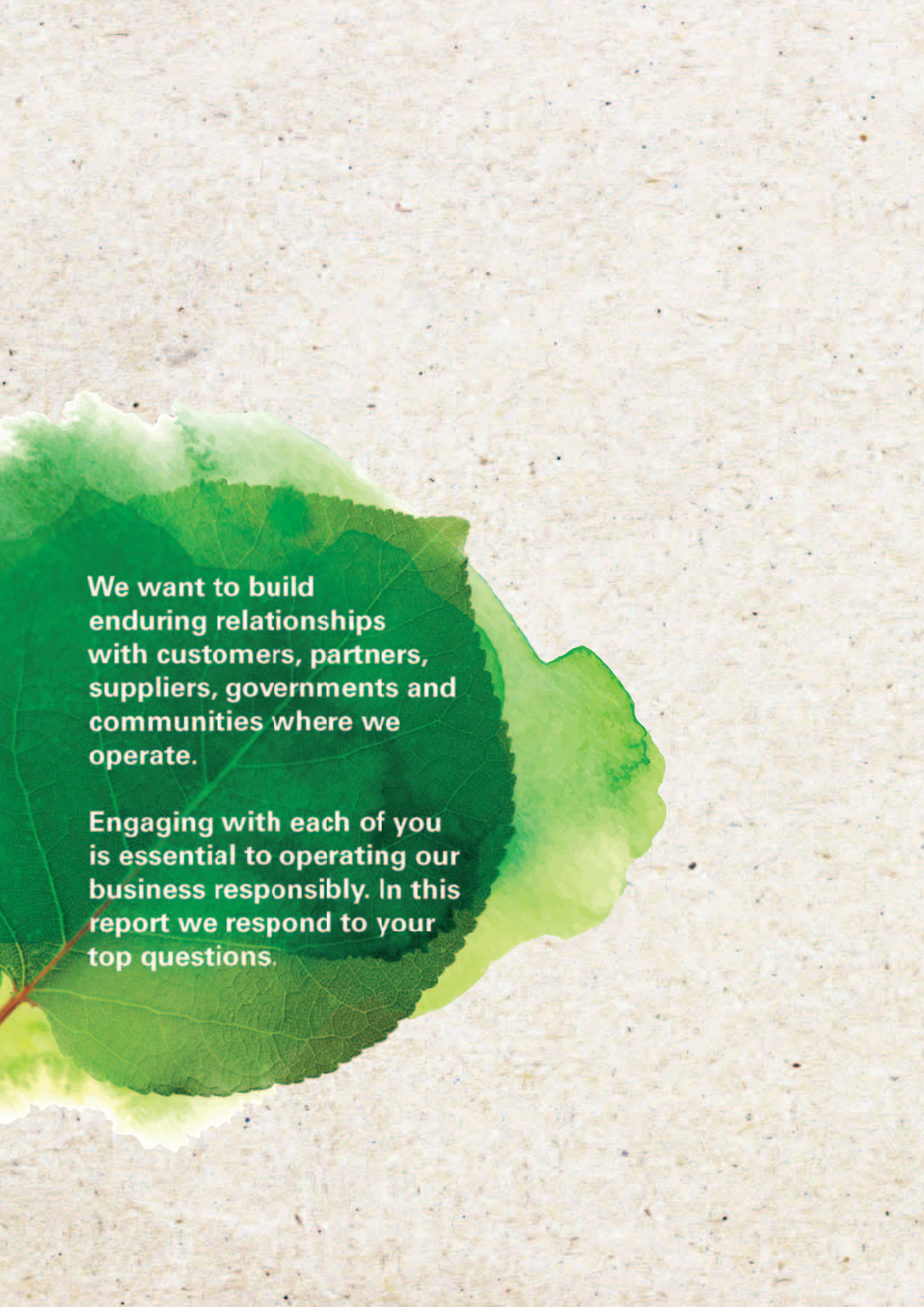


 **HEATEC JIETONG HOLDINGS LTD.**



**SUSTAINABILITY  
IN PROGRESS**

2017 SUSTAINABILITY REPORT



**We want to build enduring relationships with customers, partners, suppliers, governments and communities where we operate.**

**Engaging with each of you is essential to operating our business responsibly. In this report we respond to your top questions.**

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This sustainability report has been prepared by the Company and its contents have been reviewed by the Company's sponsor, ZICO Capital Pte. Ltd. (the "Sponsor"), for compliance with the Singapore Exchange Securities Trading Limited (the "SGX-ST") Listing Manual Section B: Rules of Catalyst. The Sponsor has not independently verified the contents of this sustainability report.

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 correctness of any of the statements or opinions made or reports contained in this sustainability report.

The contact person for the Sponsor is Ms Alice Ng, Director of Continuing Sponsorship, ZICO Capital Pte. Ltd. at 8 Robinson Road, #09-00 ASO Building, Singapore 048544, telephone (65) 6636 4201.

# INTRODUCTION

## WHAT IS THIS REPORT ABOUT?

We are pleased to present Heatec Jietong Holdings Ltd.'s ("**Heatec**") inaugural annual Sustainability Report, for our financial year ended 31 December 2017 ("**FY2017**"). This report is set out on a "comply or explain" basis in accordance with Rule 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Manual Section B: Rules of Catalist. We are guided by the Global Reporting Initiative (GRI) Standards reporting guidelines, at Core level. Heatec has chosen the GRI framework as it is the most established international sustainability reporting standard. In accordance with the GRI Standard's emphasis on materiality, this report highlights key environmental, social and governance related initiatives carried out throughout FY2017, from 1 January to 31 December 2017.

In defining our reporting content, we applied GRI's principles defining report content by considering the Group's activities, impact and substantive expectations and interests of its stakeholders. We observed a total of four principles, including materiality, stakeholder inclusiveness, sustainability index and completeness. For reporting quality, we observed principles of balance, comparability, accuracy, timeliness, clarity and reliability.

The ESG 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.

We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to improve our policies, systems and results. Please send your comments and suggestions to [info@heatec.com.sg](mailto:info@heatec.com.sg) because engaging with each of you is essential to operate our business responsibly.

## BOARD STATEMENT ON SUSTAINABILITY

The Executive Committee (EMCO) leads sustainability efforts at the Company to recognise the importance of sustainability. The EMCO reports directly to the Board to consider sustainability issues as part of its strategic formulation, determine the material environmental, social and governance (ESG) factors and oversee the management and monitoring of these factors.

Companies are increasingly aware of the impact on environment, social and governance affecting long-term continuation of businesses, hence sustainability reporting has gained greater significance to investors. Today it is widely accepted that good ESG practices contributes to the overall long-term success of the company and plays an important part in the competition for investment.

Businesses must be quick to adapt to key stakeholders' concerns, close any potential gaps and capitalise on given opportunities. Amid today's rapid business environment, Heatec's board is fully committed in supporting the management to uphold governance and sustainability practices to achieve long-term success and value for stakeholders.

18 September 2018





**"DOING THE RIGHT  
THING RIGHT,  
FIRST TIME,  
EVERYTIME"**

# OUR APPROACH TO SUSTAINABILITY AND MATERIALITY

## WHAT IS HEATEC'S APPROACH?

### SUSTAINABILITY VISION

At Heatec, we believe that sustainability coupled with innovative and economical initiatives implemented will ensure the growth of the company and protect the environment in the long term.



#### MAINTAIN SAFETY

Safety is paramount and this is reflected in our safety policy which begins by saying, "Safety is the responsibility of everyone." The company expects a high level of integrity from all our staff at all levels and a clearly defined whistleblowing policy is in place. A confidential contact point is available to anyone who wishes to express their concerns.



#### ESTABLISH SUSTAINABILITY COMMITTEE

Heatec is building up in-house expertise to run sustainability reporting capabilities.



#### PRODUCT AND MARKET DIVERSIFICATION

Heatec's strategy focuses on overall business diversification through product diversification and market diversification.



#### "DOING THE RIGHT THING RIGHT, FIRST TIME, EVERYTIME"

Our company motto, "Doing the Right Thing Right, First Time, Everytime", is displayed prominently on a banner across the entire workshop and embedded in processes as an integral part of our working culture.



#### MANAGE COSTS EFFECTIVELY

Heatec strives to reduce costs while maintaining quality. We will continually carry out cost reduction initiatives through use of multiple suppliers and through finding new vendors to continue to provide ever higher quality services at reasonable prices.

# OUR APPROACH TO SUSTAINABILITY AND MATERIALITY

As a good and responsible corporate citizen, we have a strong commitment in sustainability and part of that is to ensure the commitment is conveyed to our stakeholders in term of Economic, Social and Governance criteria.

Heatec has a clearly defined whistleblowing policy to raise concerns in confidence with financial reporting or other matters. The whistleblowing email and telephone number are maintained by Heatec's internal auditors. Issues are then elevated to the internal audit committee, forensic professionals or law enforcement as appropriate. While the current policy focuses primarily on economic and safety issues, going forward, the whistleblowing policy will be revised to explicitly include issues of sustainability.

Given that this is our inaugural report, we do not have sufficient performance data to form a trend for the purpose of setting targets. Accordingly, the process of target setting is deferred until a time when adequate data is available to set reasonable targets.

Nevertheless, Heatec sets out to meet and exceed all legal requirements and industry expectations and have implemented a number of benchmarks and Key Performance Indicators (KPIs) to achieve that goal.

The following are Heatec's initiatives we intend to work on:

1. Enhancing safety standards of operations
2. Continued training of workers
3. HR-related processes such as training, payroll and recruitment
4. Further enhancing its Enterprise Risk Management (ERM) framework and processes.

KPIs which are tracked monthly, quarterly and annually are as follows:

1. Get the basics right by establishing better safety and risk management practices
2. Drive higher productivity in all our staff
3. Promote environmental sustainability in our business
4. Lead in setting industry standards
5. Ensure adequate safety infrastructure
6. Ensure a conducive environment for all employees
7. Strengthen relationship with customers and suppliers
8. Ensure effective implementation of relevant regulations
9. Enhance strategic outreach and engagement.





## MATERIAL ASPECTS ASSESSMENT

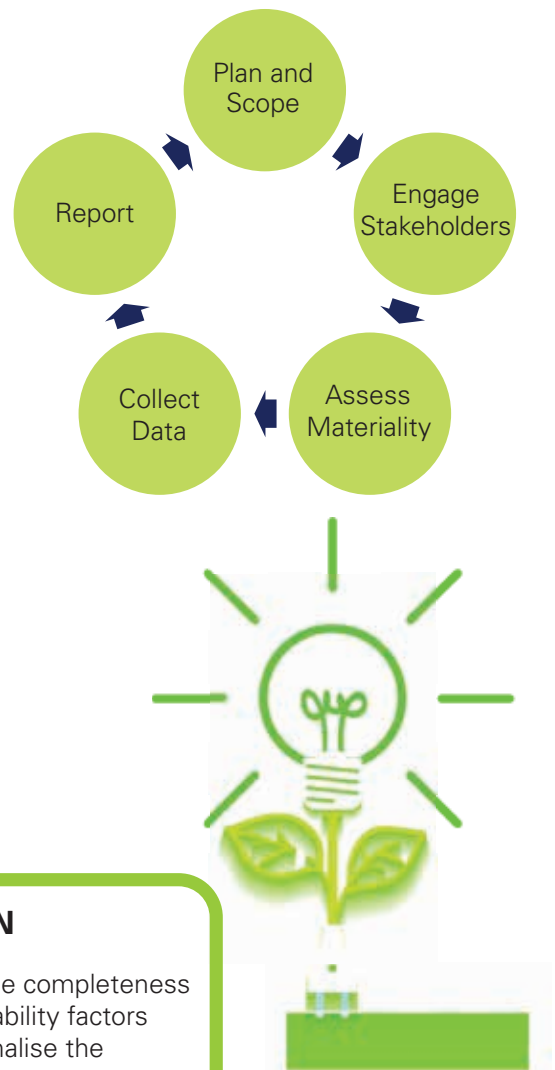
Our sustainability process begins with the identification of relevant aspects. Relevant aspects are then prioritised as material factors which are then validated. The end result of this process is a list of material factors disclosed in the sustainability report.

We conducted a materiality assessment during the year with the help of an external consultant. In addition, Heatec adopts a matrix-based approach based on likelihood and impact to address the Company's sustainability risk profile and priorities issues. We shall use this method to monitor our risk profile on regular basis. Going forward, materiality review will be conducted every year, incorporating inputs from stakeholder engagements.

In order to determine if an aspect is material, we will assess its potential impact on the economy, environment and society and the influence on the stakeholders.

## SUSTAINABILITY REPORTING PROCESS

A summary of our sustainability reporting process is as set out below:



### 01 IDENTIFICATION

Identification of the material factors that are of relevance to the Group's activities

01

### 02 VALIDATION

Validation of the completeness of key sustainability factors identified to finalise the sustainability report content

02

02

### PRIORITISATION

Prioritisation of the material factors and identifies key sustainability factors to be reported upon

03

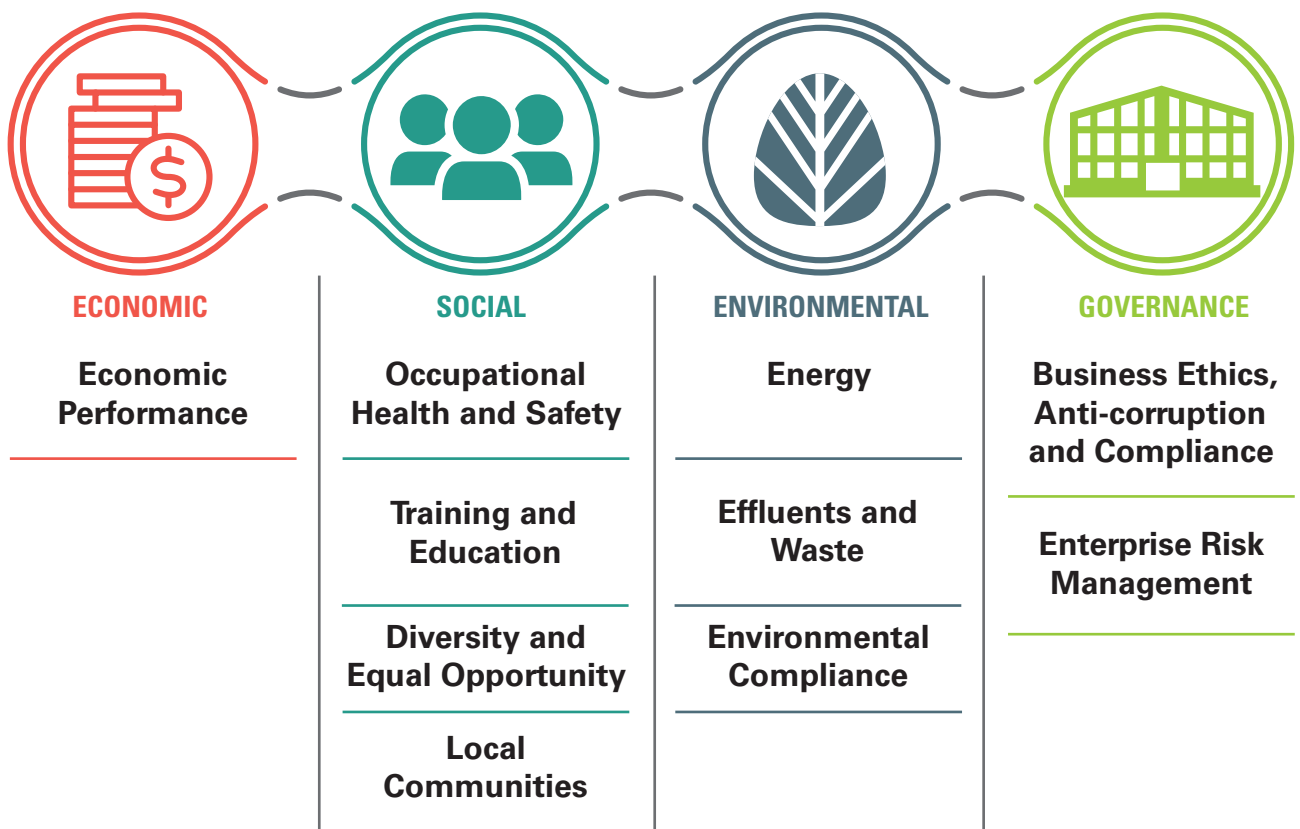
### REVIEW

Review focuses on the material factors in previous reporting period and also considers stakeholders' feedback, changing business landscape and emerging trends

04

# OUR APPROACH TO SUSTAINABILITY AND MATERIALITY

This year, material aspects were identified and prioritised through internal workshops together with senior management and guidance from our consultant. Peer reviews and social impact assessments were performed at site level. Applying the guidance from GRI Standards, we have identified the following material aspects:



## ECONOMIC

### HOW DOES HEATEC OPERATE IN A COMPETITIVE ENVIRONMENT?

#### ECONOMIC PERFORMANCE

Heatec's core business activities are in the provision of piping services, and heat exchanger servicing and fabrication with a focus on the marine and oil & gas industries.

Our extensive experience in these fields gives us the edge in offering our customers high quality products and timely delivery of services. For detailed financial results, please refer to the Financial Review section in our Annual Report for FY2017, pages 11 to 13.

Our objective is to establish ourselves to be a market leader with high quality products and timely delivery of services.

#### MARKET PRESENCE

Heatec provides piping services such as pipeline structure, restoration and installation works for all types of pipes and systems to shipyards in Singapore. In addition, the company also performs process piping works, including piping fabrication for Floating Production, Storage and Offloading ("FPSO") turrets.

Heatec has recently expanded the scope of the piping business to include turnkey project management. Our piping division has been continuously voted best Piping Contractor by major shipyards in Singapore - specialising in FPSO and oil rig high-pressure piping works.

Heatec also services various types of heat exchangers that are utilised on board marine vessels. Our heat exchanger services include on-site inspection, engineering, consultancy, fabrication and restoration of main engine charge-air coolers, condensers, heaters, fresh water generators and other heat transfer applications. We provide these services regionally with overseas subsidiaries in Shanghai, Guangzhou and the Philippines.



A collection of safety equipment is arranged on a rustic wooden surface. At the top left, a pair of yellow safety glasses with clear lenses is visible. To the right, a bright yellow hard hat is partially shown. Below the glasses, a pair of dark grey work gloves is laid out. A silver claw hammer with a black handle is positioned horizontally across the middle. In the bottom right corner, a portion of a high-visibility safety vest is visible, featuring orange and yellow reflective panels and a black mesh section.

**"SAFETY IS THE  
RESPONSIBILITY  
OF EVERYONE"**

# SAFETY

## HOW DOES HEATEC MAINTAIN SAFETY IN A COMPETITIVE ENVIRONMENT?

### OCCUPATIONAL HEALTH AND SAFETY

The Company has established an Occupational Health and Safety (OH&S) policy in accordance with the requirement of OHSAS 18001:2007 and ISO 9001 QMS. Heatec is certified OHSAS 18001:2007 compliant.

Heatec is committed to creating and maintaining an OH&S system where management and staff work together to ensure a safe and healthy workplace for all employees, contractors, visitors and relevant interested parties.

The Company aims to continually improve OH&S performance by reducing, minimising, and preventing health and safety breaches associated with work-related injury and ill health.

In FY2017, 5 cases of non-conformity were recorded. An external audit conducted in November found two minor infringements and one observation by the auditor. Follow-up actions were identified to address these findings.

The Company seeks participation from workers and worker representatives through the weekly toolbox meeting and monthly safety briefings.

In FY2017, from almost 1,800,000 man-hours worked, Heatec has had no on-the-job fatalities since operations began.

Going forward, OHSAS 18001 will be replaced by ISO45001 pending official publication from ISO. Heatec is ready to implement ISO45001.

**FY2017 Workplace Incidents  
– Total Man Hours  
1,800,000**

**1  
MOM  
REPORTABLE  
CASES**



# HUMAN RIGHTS

## DOES HEATEC ADHERE TO THE HUMAN RIGHTS POLICY TO DO BUSINESS?

### LABOUR PRACTICES

At Heatec, we recognise that our employees are one of our most valued assets. The continuing training and development of our employees helps them grow professionally and achieve our business goals in return.

### LABOUR-MANAGEMENT RELATIONS

The importance of business ethics is communicated to all our heads of business units regularly and they fully understand that compliance with rules and regulations is a key part of running a responsible business. The company regularly updates key staff with developments in international and local regulations. Heatec complies with all applicable environmental rules and regulations, anti-competitive behaviour laws and requirements on health and safety. We prohibit corruption in all forms, including extortion and bribery.

### HUMAN RIGHTS

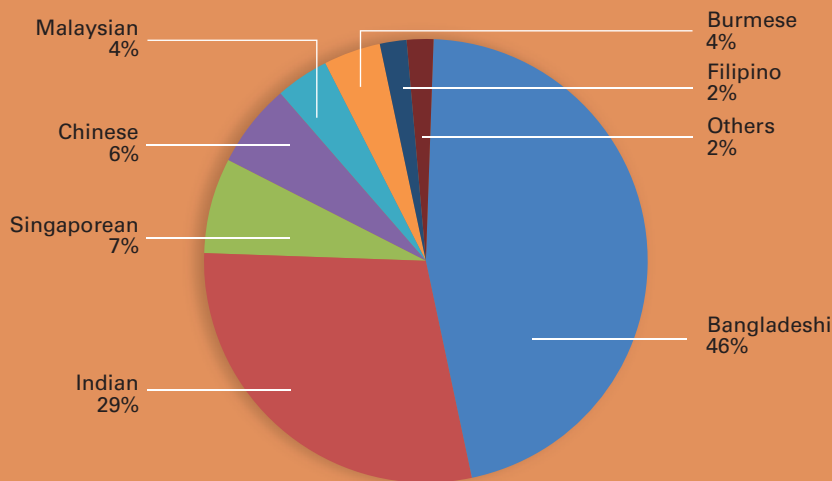
Heatec provides competitive remuneration based on merit to our employees. Our employees are not covered by collective bargaining agreements, but are given the right to exercise freedom of association. Employees are given a minimum of one month's notice prior to any implementation of significant operational changes that could substantially affect them.

### NON-DISCRIMINATION

When it comes to hiring, we take seriously any possibility of conflict of interest. Our code of conduct clearly spells out Heatec's expectations from our staff and the consequences, if any, if the rules are violated or standards are not met. We also have clear and fair grievance procedures.



### NATIONALITIES OF EMPLOYEES



### CHILD LABOUR/FORCED OR COMPULSORY LABOUR

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.

### PRODUCT RESPONSIBILITY

Heatec has set a target of 85% partner customer satisfaction and no more than one customer reject a month. This target was met in FY2017.

Internally, the Company has set targets of no more than 2 in-house product non-compliance incidents a month which has also been met.

### INFORMAL SESSIONS WITH STAFF

HR conducts informal sessions with staff on a regular basis to determine the level of satisfaction and to gather feedback. Employees' inputs are taken into account in the formulation of human resource practices and programmes such as Corporate Social Responsibility (CSR) or Workplace Health Promotion (WHP) activities.

### SUPPLIER ASSESSMENT FOR ENVIRONMENTAL ASSESSMENT

Heatec has a 9-step supplier pre-assessment procedure which currently focuses on economic criteria as well as an internal survey to rate suppliers. Going forward, labour practices will be included in the criteria so that we only do business with partners who share our commitment to the environment.



# OUR PEOPLE AND ETHICS

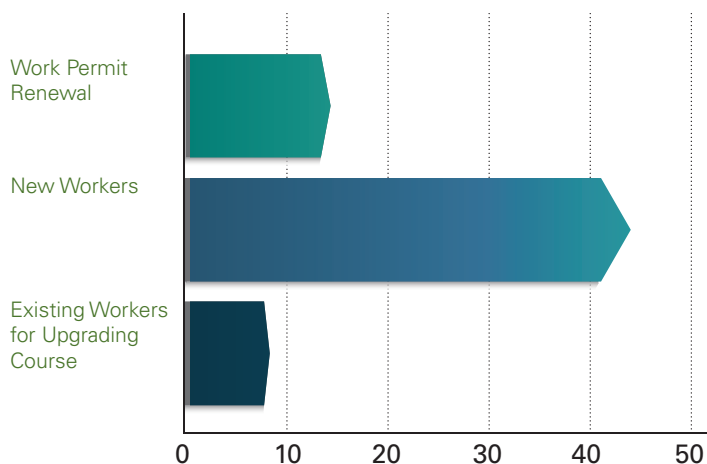
## WHAT IS HEATEC DOING TO DEVELOP SKILLS OF OUR EMPLOYEES?

### TRAINING AND EDUCATION

In order to enable the company to attract and retain talent, Heatec offers educational sponsorship, job related workshops, training sessions and seminars. All employees are subject to annual performance review and performance target setting sessions with their superiors. Heatec has 17 employee training programmes at various levels for our employees.

Existing employees received an average of 8 hours training in FY2017. New employees received 44 hours training before they could commence work.

Average Training Hours per Worker in FY2017

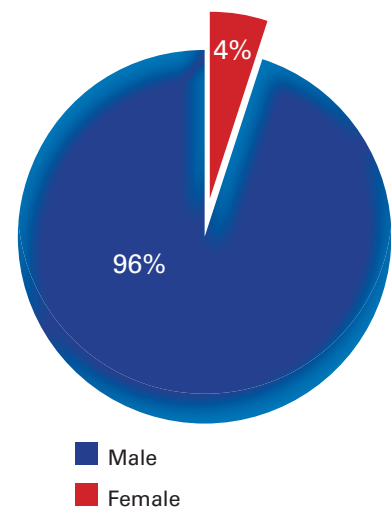


### DIVERSITY AND EQUAL OPPORTUNITY

At Heatec, we offer workplace diversity and equal opportunities to our employees. For workplace diversity, we value everyone's differences. We learn from each other regardless of cultural background and bring those differences into the workplace to broaden experience and knowledge. Diversity includes not only race but gender ethnicity, personality, age, education and background.

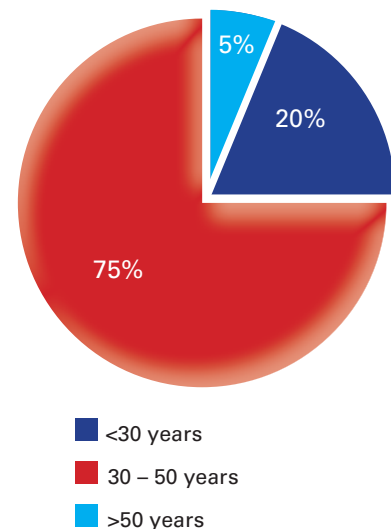
For equal opportunities, all employees are treated equally and not disadvantaged by prejudices or bias. The well performing employees will qualify for promotion or rewards regardless of their race, gender, ethnicity, personality, age, education and background.

Gender Breakdown



There is a high percentage of male compared to females due to the nature of the job and the industry.

Employee Age Distribution





# VALUE TO SOCIETY

## WHAT DO WE BRING TO THE LOCAL COMMUNITIES?

### LOCAL COMMUNITIES

At Heatec, we assume the responsibility to ensure that the Company's activities positively impact communities in and around the areas in which we operate. We aim to develop training programmes in all locations we operate to transfer knowledge to local communities.

Our CEO actively participates in tertiary institutions' mentoring programme and our subsidiary, ChemGrow, is applying to offer Industrial Attachment opportunities to students from tertiary institutions.

We aim to develop training programmes in all locations we operate to transfer knowledge to local communities.

For FY2017, the Company planned and/or completed the following activities:

- Meal-on-wheels volunteer programme in association with In-Touch Homes. This is a half-day event where approximately 20 staff from the company will deliver food for the elderly in the Jurong area.
- Annual Company Chinese New Year lunch.
- Futsal competition for management and workers.
- Company annual party.
- Contribute back to society, such as charity event.

In addition, all workers are entitled to claim half a day off for approved charitable volunteer events.



# ENVIRONMENT

## WHAT ARE OUR TOP ENVIRONMENTAL ISSUES AT A LOCAL LEVEL?

### ENERGY

As electricity consumption is extensive in our operations, it will be an item which we will monitor more closely going forward.

For office operations, Heatec has consolidated from three to two floors with corresponding savings in energy use.

### EFFLUENTS AND WASTE

Heatec has round-the-clock monitoring through a National Environmental Agency-approved waste affluent system. The Company runs an extensive recycling programme as part of this system.

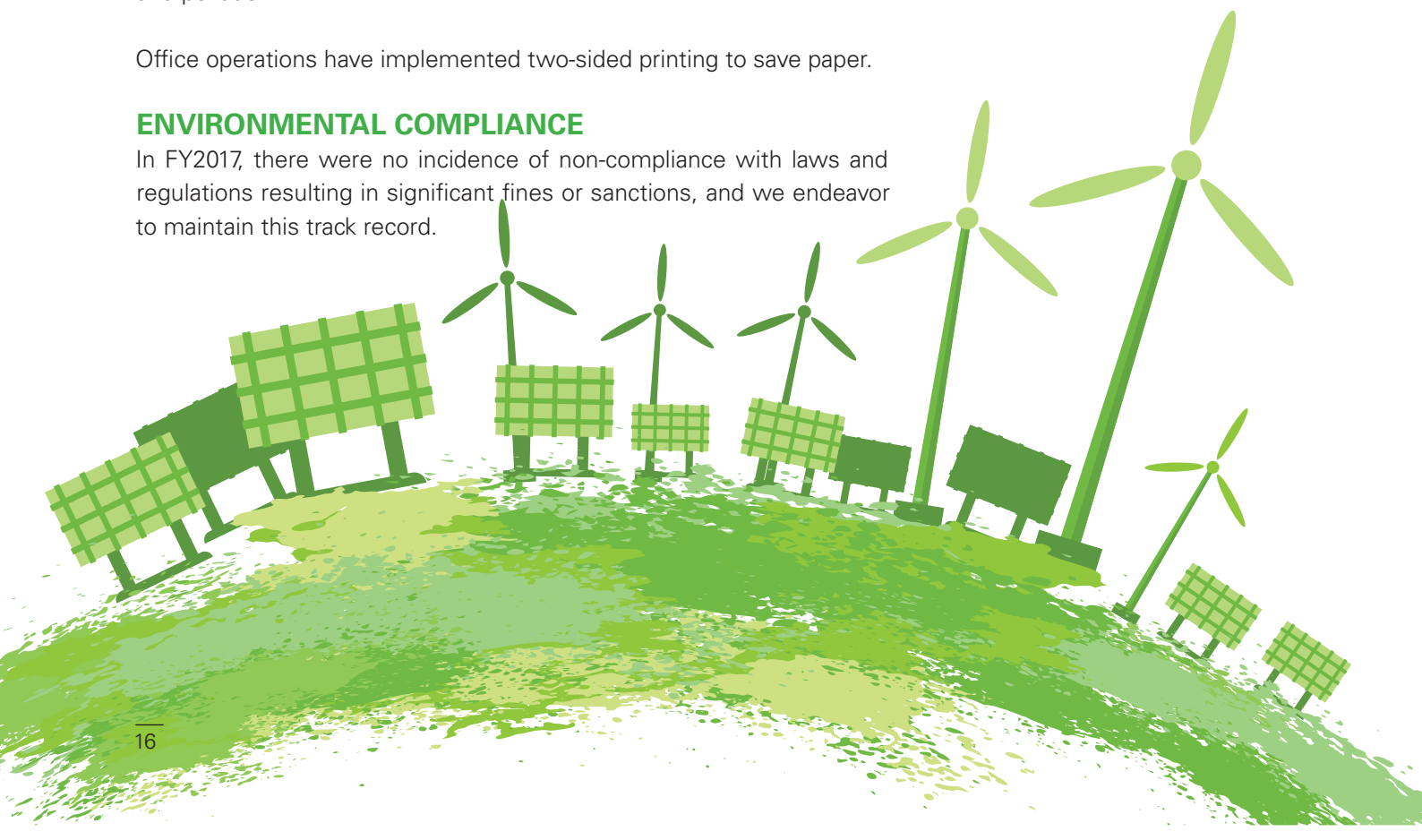
Chemical waste as a byproduct of operations are recycled where possible. What is left over is responsibly treated before safe disposal.

The Company uses a 3-R approach advocating minimisation of segregation of production waste to minimise resource use, using them again and again instead of passing it on to the waste stream as recycling the materials goes a long way in achieving the goals of sustainability. It reduces pressure on our resources as well as reduces waste generation and pollution.

Office operations have implemented two-sided printing to save paper.

### ENVIRONMENTAL COMPLIANCE

In FY2017, there were no incidence of non-compliance with laws and regulations resulting in significant fines or sanctions, and we endeavor to maintain this track record.



# GOVERNANCE AND RISK

## WHAT ROLE DOES OUR BOARD PLAY IN LEADING HEATEC TOWARDS A SUSTAINABLE FUTURE?

### SUSTAINABILITY COMMITTEE

In order to achieve the objective to achieve sustainability, the Company has formed a Sustainability Committee for better management and direction. The Sustainability Committee's members comprise of the Chief Executive Officer ("CEO"), Chief Financial Officer ("CFO"), and various Head of Department.

We aim to develop some effective programs in reduction of resource use to promote sustainability in progressive milestones over the next 3 years. Committee members will assist in data collection for reporting and dissemination of the Sustainability Reporting to stakeholders. We aim to have a monthly Sustainability Committee Member's meeting to discuss, review and set targets for the Company's sustainability issues. Any targets behind schedule will be closely monitored and will be brought to the attention of all members to resolve any such issues.

### SUSTAINABILITY GOVERNANCE

At Heatec, we believe that strong governance is key to a sustainable business. Throughout FY2017, we continue to comply with the Code of Corporate Governance. Please refer to the Annual Report for FY2017, pages 15 to 37 on the details of the Code of Corporate Governance we adhere to.

It is a continual challenge to successfully manage environmental and social issues. Heatec is working continuously to incorporate these issues into our business model and infuse it into our company culture. Our products and services meet all the requirements demanded by our customers and the regulatory bodies. We meet all environmental and safety standards to operate effectively.

Heatec pays close attention to enforce good labour practices in all our operations. The company provides many training opportunities for continued employee development and this is reflected in the quality and delivery of our products and solutions. We value our relationships with our clients and the wider community in which we operate as these relationships have helped us through challenging times in the past and see us into the future. Heatec strongly believes that in the long run, these efforts will have a positive impact on our economic performance.

# GOVERNANCE AND RISK

## ENTERPRISE RISK MANAGEMENT (ERM)

The Group has an Enterprise Risk Management Framework in place to manage its exposure to risks that are associated with the conduct of its business. The Board will continue its risk assessment, which is an on-going process, with a view to improve the Group's internal control system.

## CUSTOMER PRIVACY

Cyber security and data privacy are important not just for compliance but to safeguard both our data and that of our customers. Heatec takes measures to guard against cyber risks for both our internal and external stakeholders. We comply with the Personal Data Protection Act Policy. This policy also applies to our employment process where the privacy of all applicants is safeguarded, securely backed-up and access to personal data is restricted to authorised persons and senior management on a need-to-know basis.

## BUSINESS ETHICS, ANTI-CORRUPTION AND COMPLIANCE

For FY2017, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. Here at Heatec, we do not tolerate corruption in any form. This has been made clear to all of our employees, our suppliers and our business partners. Any reports of corruption are escalated to the attention of the Board. There have also been no reported incidents of corruption during the reporting period. It is Heatec's goal to maintain zero incidents of corruption. We will regularly review policies on whistleblowing and anti-corruption.



# STAKEHOLDERS

## STAKEHOLDER ENGAGEMENT

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

Heatec currently engages with our shareholders regularly via multiple channels such as annual general meetings, SGX-ST announcements, press releases and the company website.

Internally, strategies and initiatives are disseminated through the hierarchy through meetings such as our monthly management meeting, project meetings, safety meetings and daily toolbox meetings. Internal memos are also circulated via email and hard copies posted on noticeboards.

Key external suppliers are also audited annually for quality and quality performance as we recognise the importance of stakeholders' engagement and strive for continual improvement.

Heatec looks forward to more suggestion and improvements during the sustainability reporting implementation process, especially with the advice of professional consultants. We have ensured all necessary compliance with regulators such as the BCA, SCDF and NEA. We regularly engage with the Ministry of Manpower (MOM) on manpower related issues including foreign workers' documentation and keeping up to date with regulatory changes. We work with the NEA and have implemented a 24-hour monitoring system for waste effluent system. We are active members of a number of trade associations such as IE Singapore, SBF, Spring Singapore, ASMI, ASPRI and SID.



# STAKEHOLDERS

Our engagement with our stakeholders is set out below:



## EMPLOYEES

- Townhall sessions
- Open dialogues among teams
- Induction and orientation program
- Comprehensive trainings
- Staff appraisal
- Employee survey



## INVESTORS/ SHAREHOLDERS

- Annual Report
- Annual General Meeting
- Investor meetings / Roadshows for investors
- Teleconferences
- SGX Corporate Announcement
- Press releases
- Company website



## CUSTOMERS AND CONSUMERS

- Frontline interaction by Sales staff
- Hotline
- Email queries
- Customer feedback
- Customer surveys



## LOCAL COMMUNITIES

- Donations
- Face-to-face meetings
- Participate in tertiary institutions' mentoring programme
- Provide industrial attachment with tertiary institutions'
- Various social events



## SUPPLIERS AND SERVICE PROVIDERS

- Face-to-face meetings
- Annual audit review on quality and feedback sessions



## GOVERNMENT AND REGULATORS

- Face-to-face meetings
- Regular reports
- Participation in discussions



To promote for sustainability, we aim to commit the following to our various stakeholders:



## GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Reference/Description	Omission	
<b>GRI 101: Foundation 2016</b>				
<b>GENERAL DISCLOSURE</b>				
<b>GRI 102: General Disclosures</b>	102-1	Name of organisation	Heatec Jietong Holdings Ltd.	
	102-2	Activities, brands, products and services	Annual Report for FY2017 (AR): 1	
	102-3	Location of headquarters	AR: 54	
	102-4	Location of operations	AR: 80-81	
	102-5	Ownership and legal form	AR: 80-81	
	102-6	Markets served	AR: 8	
	102-7	Scale of the organisation	AR: 2-3, 46-47	
	102-8	Information on employees and other workers	Sustainability Report (SR): 14	
	102-9	Supply chain	–	To be reported in the FY2018 report.
	102-10	Significant changes to the organisation and its supply chain	–	Not applicable since this is our first report.
	102-11	Precautionary Principle or approach	Heatec supports the intent of the Precautionary Principle, but has not expressed a specific commitment.	
	102-12	External initiatives	–	To be reported in the FY2018 report.
	102-13	Membership of associations	SR: 20	
	102-14	Statement from senior decision maker	SR: 2-3	
	102-16	Values, principles, standards and norms of behaviour	AR: Our Mission, Our Vision	
	102-18	Governance structure	AR: 15-37	
	102-40	List of stakeholder groups	SR: 19-20	
	102-41	Collective bargaining agreements	None	
	102-42	Identifying and selecting stakeholders	SR: 19	
102-43	Approach to stakeholder engagement	SR: 20		
102-44	Key topics and concerns raised	–	To be reported in the FY2018 report.	
102-45	Entities included in the consolidated financial statements	AR: 80-81		
102-46	Defining report content and topic boundaries	SR: 2-3		

# GRI STANDARDS CONTENT INDEX


GRI Standard	Disclosure	Reference/Description	Omission	
<b>GRI 101: Foundation 2016</b>				
<b>GENERAL DISCLOSURE</b>				
<b>GRI 102: General Disclosures</b>	102-47	List of material topics	SR: 8	
	102-48	Restatement of information	–	Not applicable since this is our first report.
	102-49	Changes in reporting	–	Not applicable since this is our first report.
	102-50	Reporting period	SR: 2	
	102-51	Date of most recent previous report	–	Not applicable since this is our first report.
	102-52	Reporting cycle	Annual	
	102-53	Contact point for questions about the report	SR: 2	
	102-54	Claims if reporting in accordance with the GRI Standards	This report has been guided by the GRI Standards (Core option)	
	102-55	GRI content index	SR: 21-23	
	102-56	External Assurance	–	We may seek external assurance in the future.
<b>MATERIAL TOPICS</b>				
<b>GRI 201: Economic performance</b>	103-1	Explanation and reporting boundary	SR: 9	
	201-1	Direct economic value generated and distributed	SR: 9	
<b>GRI 302: Energy</b>	103-1	Explanation and reporting boundary	SR: 16	
	302-1	Energy consumption within the organisation	SR: 16	
<b>GRI 306: Effluents and Waste</b>	103-1	Explanation and reporting boundary	SR: 16	
	306-2	Waste by type and disposal method	SR: 16	
<b>GRI 307: Environmental compliance</b>	103-1	Explanation and reporting boundary	SR: 16	
	307-1	Non-compliance with environmental laws and regulations	SR: 16	



GRI Standard	Disclosure	Reference/Description	Omission
<b>MATERIAL TOPICS</b>			
<b>GRI 404: Training and Education</b>	103-1	Explanation and reporting boundary	SR: 14
	404-1	Average hours of training per year per employee	SR: 14
<b>GRI 403: Occupational health and safety</b>	103-1	Explanation and reporting boundary	SR: 11
	403-2	Types of injury and rates of injury: occupational diseases: lost	SR: 11
<b>GRI 405: Diversity and equal opportunity</b>	103-1	Explanation and reporting boundary	SR: 14
	405-1	Diversity of governance bodies and employees	SR: 14
<b>GRI 406: Non-discrimination</b>	103-1	Explanation and reporting boundary	SR: 12-13
	406-1	Incidents of discrimination and corrective actions taken	SR: 12-13
<b>GRI 413: Local Communities</b>	103-1	Explanation and reporting boundary	SR: 15
	413-2	Operations with local community engagement, impact assessments, and development programs	SR: 15

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**HEATEC JIETONG HOLDINGS LTD.**  
Company Registration Number: 200717808Z

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