



KOP Limited Sustainability Report

FY2019

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This report has been prepared by the Company and its contents have been reviewed by the Company’s sponsor, RHT Capital Pte. Ltd. (the “Sponsor”), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the “SGX-ST”). The Sponsor has not independently verified the contents of this report.

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

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Board Statement

The Board is pleased to present our second Sustainability Report for KOP Limited (“KOPL” or the “Company”, together with its subsidiaries “Group”). During the year, we observed an increased focus on environmental, social and governance (“ESG”) matters in the real estate and hospitality industries. At KOPL, sustainability is viewed as an opportunity to create value for our business and stakeholders.

In response to our stakeholders increasing interest in sustainability, we strengthened our commitments. We are pleased to announce the achievement of our FY2018 targets. We focused on reducing our environmental footprint, protecting the health and safety of our employees and guests and maintaining high standards of business conduct.

The Board oversees the development and implementation of sustainability strategies within the Group and is involved in the monitoring and management of sustainability issues. The sustainability committee supports the Board in implementing sustainability initiatives.

This year, the Board reviewed the materiality assessment conducted in FY2018 and determined that the selected ESG factors continue to be significant to our business and our stakeholders.

We have aligned our material factors to the relevant United Nations Sustainable Development Goals (“UNSDGs”). We aim through the implementation of sustainability initiatives to support and contribute to these UNSDGs.

We look forward to continuing sharing our progress along our sustainability journey with you.

About This Report

This is KOPL's second annual sustainability report. The contents of the report cover KOPL's ESG performance for the period between 1 April 2018 and 31 March 2019 ("FY2019").

We have prepared this report in accordance with the SGX-ST Listing Rules Practice 711A and 711B, and the Global reporting Initiative ("GRI") standards: Core option.

KOPL is a real estate development, hospitality and entertainment company that is based in Singapore with a diversified portfolio of developments and investments in both Singapore as well as in other parts of the region.

In FY2019, we will continue to closely monitor the ESG performance of our hospitality business which includes our properties in Indonesia – Montigo Resorts in Nongsa and Seminyak.

We value all feedback that would help with the continuous improvement of our sustainability practices. Please send your feedback to info@kopgroup.com if you wish to provide comments or feedback.

Sustainability Governance

KOPL is committed to assimilating ESG topics into our business operations. It is our belief that to continue to make strides forward in our sustainability initiatives and the management of our sustainability performance, it is integral that we have a robust sustainability structure in place to facilitate such progression.

The Board will continue to oversee the development of KOPL's sustainability objectives and policies, as well as managing and monitoring KOPL's overall sustainability performance. The board is supported by a Sustainability Steering Committee ("SSC") that consists of KOPL's Executive Chairman, Group Chief Executive Officer ("CEO"), Chief Operating Officer ("COO"), General Managers for Montigo Resorts Nongsa and Seminyak, and a Financial Controller. A Sustainability Task Force ("STF") has been established to support the SSC in implementing sustainability initiatives at KOPL.

We conduct regular evaluation on our sustainability performances against defined targets and industry peers to ensure that our strategy remains relevant and that we can continue to increase the value of our sustainability activities to our stakeholders. An assessment of our sustainability policies takes place throughout the year to identify areas of improvement so that we can ascertain what are the necessary steps we need to take in order to improve our future performance.

Stakeholder Engagement

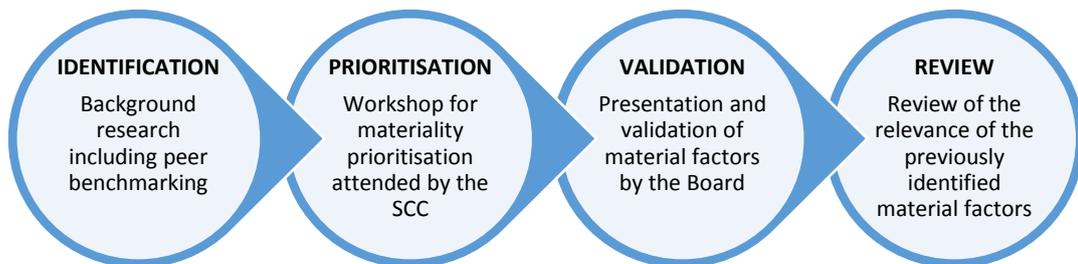
Stakeholders are valued at KOPL because of the impact they have on our business and how we might affect them by our activities, products and services. We remain committed to ensuring that obligations to our stakeholders are understood and met. We believe that engaging our stakeholders is crucial in enabling us to better understand their concerns and expectations. We also believe that an effective engagement would have a positive and meaningful impact on our business and society.

The table below highlights our key stakeholder groups, methods and frequency of engagement and key topics of interest.

Key Stakeholders	Engagement Methods	Frequency	Key Topics of Interest
Investors and Shareholders	Timely and transparent updates of financial results and announcements, business developments, press releases and other relevant disclosures via SGX and KOPL's website	Throughout the year	<ul style="list-style-type: none"> • Long-term sustainable distribution and total returns • Transparent reporting • Sound corporate governance practices • Business strategy and outlook
	One-on-one meetings and site visits	Throughout the year	
	Annual General Meeting	Annually	
Employees	Induction programme for new employees	Throughout the year	<ul style="list-style-type: none"> • Equitable remuneration • Fair and competitive employment practices and policies • Safe and healthy work environment • Employee development and well-being
	Training and development programmes	Throughout the year	
	Career development performance appraisals	Annually	
	Recreational and wellness activities	Throughout the year	
	Regular e-mails, meetings and town-halls sessions	Throughout the year	
Customers and Guests	Feedback from customers and guests	Throughout the year	<ul style="list-style-type: none"> • Comments and potential room for improvement in delivering exceptional services (e.g. hospitality)
	Active engagement towards guests on their well-being throughout their stay with us		
Government and Regulators	Meetings and dialogue sessions	Throughout the year	<ul style="list-style-type: none"> • Compliance with and updates on changing laws and regulations

Materiality Assessment

The process of identifying, prioritising and focusing on material issues that affect our business operation and our stakeholders forms the foundation of our sustainability journey.



In August 2018, a materiality assessment was conducted to identify key ESG issues that were significant to our business and our stakeholders. The assessment was facilitated by an independent sustainability consultant.

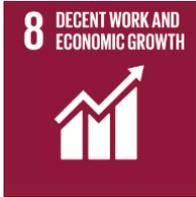
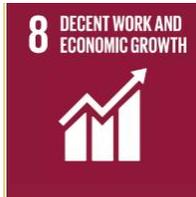
In prioritising the material factors, we examined key sustainability trends that are shaping the real estate and hospitality sectors, material topics selected by industry peers, as well as local and global best practices. We also determined the topic boundaries by identifying issues that are affecting our operations and stakeholders at our properties in Indonesia – Montigo Resorts in Nongsa and Seminyak.

The Board has verified that the material factors identified in 2018 are still relevant, and that the same seven ESG issues continue to be significant to our business and our stakeholders. We are committed to ensuring that these seven (7) material factors remain relevant by conducting regular assessments of our material factors.

In 2019, we have made the decision to align our material factors to the relevant UNSDGs, to highlight our involvement and pursuit of the same goals.

The UNSDGs are a set of goals that is a call to all countries to act in the interest of achieving a more sustainable future by 2030. These goals address key issues and challenges including those that relate to climate, environmental degradation and inequality.

The material factors are presented in the table below:

Sustainability Categories	Material Factors	UNSDGs
 Economic	<ul style="list-style-type: none"> ▪ Economic Performance <ul style="list-style-type: none"> - Delivering strong and sustained economic performance that benefits all stakeholders 	
 Environment	<ul style="list-style-type: none"> ▪ Energy and Emissions <ul style="list-style-type: none"> - Implement policies to reduce energy consumption - Actively monitor and track energy consumption ▪ Water <ul style="list-style-type: none"> - Implement measures to track and reduce water consumption - Communicate water saving initiatives with customers 	 
 Social	<ul style="list-style-type: none"> ▪ Talent Retention* <ul style="list-style-type: none"> - Providing an environment where our employees can thrive in ▪ Occupational Health and Safety <ul style="list-style-type: none"> - Employees are required to undertake adequate training to be equipped to handle risk and safety breaches ▪ Customer Health and Safety <ul style="list-style-type: none"> - Implementation of safety measures required for all existing buildings 	 
 Governance	<ul style="list-style-type: none"> ▪ Compliance** <ul style="list-style-type: none"> - maintaining high standards of business conduct and is strongly against any form of corruption 	

*Talent retention includes training and education

**Compliance includes anti-corruption and compliance with laws and regulations

Economic Performance

Our ambition is to build KOPL into a leading property and hospitality lifestyle group by delivering strong and sustained economic performance which is beneficial to all stakeholders. We continue to pursue growing returns for both our shareholders and investors through our high-quality products and innovative projects.

For more information on KOPL’s economic performance, please refer to pages 48 to 142 of the Annual Report for the financial year ended 31 March 2019 (“FY2019”).

The Environment

Energy and Emissions

Indicator	FY2019	Target status for FY2019	Target for FY2020
Gasoline intensity	0.24 m ³ /m ² 0.78m ³ /occupied room	See commentary below	Maintain or reduce the energy intensity based on FY2019’s levels
Electricity intensity	58 kWh/m ² 184 kWh/occupied room		
Greenhouse gas (“GHG”) emissions intensity from gasoline consumption	0.55 tCO ₂ e/m ² 1.77 tCO ₂ e/occupied room		
GHG emissions intensity from electricity consumption	0.02 tCO ₂ e/m ² 0.08 tCO ₂ e/occupied room		

The nature of the hospitality industry is one that consumes a large amount of energy and water and generates large quantities of solid and hazardous waste which will have a direct and significant negative impact on the environment. However, the industry is also heavily dependent on utilising the natural environment to attract more tourists and guests. Hence, it is integral for the industry to take the initiative and responsibility of combating climate change through sustainable practices.

At KOPL, we strive to implement initiatives to preserve the natural environment and to meet the needs and desires of environmentally-conscious consumers. We have various policies in place to reduce our energy consumption and improve our energy efficiency, which include:

- Guidelines on energy usage
- Policies or guidelines on green buildings or hotels
- Policies or guidelines on promoting a “green” corporate culture as well as raising awareness on environmental matters
- Policies or guidelines on energy-efficient related and other certifications required by the local government
- Procurement policies or guidelines to prioritise the use of energy efficient or environmentally-friendly products/equipment

At Montigo Resorts in Nongsa and Seminyak, a Hotel Energy Management Committee, led by resort managers and engineers, was established to monitor the resorts' energy consumption and to promote energy conservation. We monitor and analyse our electricity and gas consumption on a monthly basis in order to identify patterns of energy usage.

We invest in light emitting diode ("LED") lighting and motion sensors for light switches as well as use freon as the cooling agent in our air conditioning systems at the resorts. With the sensors, the lights are automatically turned off when a room is vacant. Our employees are encouraged to turn off lights and air-conditioners in vacant office rooms. We also install lifts that will go into sleep mode when not in use by automatically shutting down the lift car lighting.

In addition, we have incorporated sustainable designs into our resorts. Our resorts have areas with open-air structures, which allow the use of natural lighting whilst decreasing the need for air-conditioning. The large amount of greenery and landscaping surrounding our resorts also help reduce our overall energy consumption and carbon footprint.

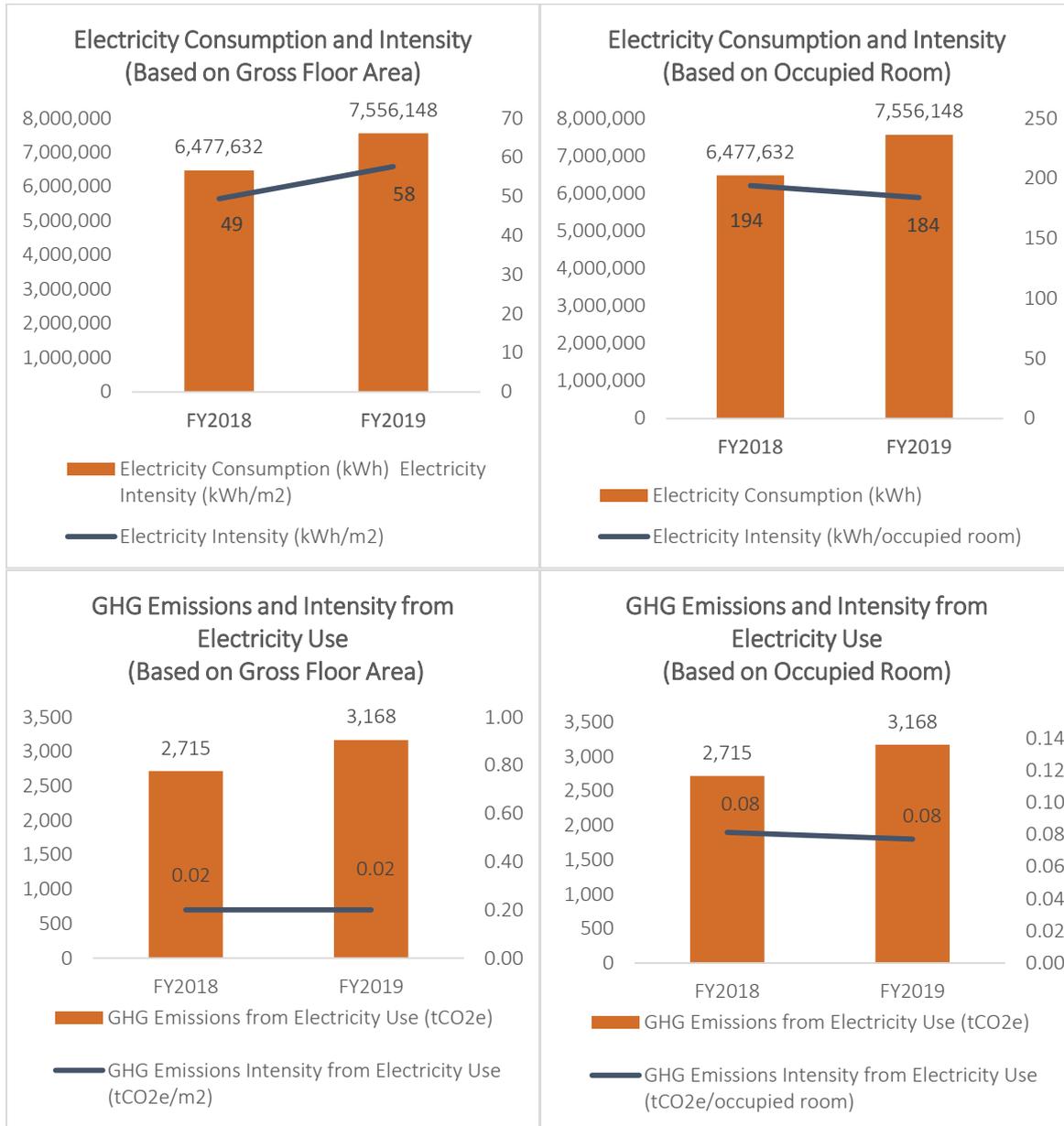
Going forward, we continue to aim to achieve a basic level of environmental certification for all buildings as required by local regulation as well as increase the use of energy saving features. For example, as of 2019, our buildings have been fitted with energy saving features, such as motion sensors in our villas at Montigo Resorts in Nongsa. In addition to this, we also achieved the basic level of environmental certification required by local regulation.

Hotels and resorts typically consume a significant amount of energy for operations, lighting, fuel and other power needs. KOPL is committed to reducing electricity intensity across our properties to have a positive impact on the environment and as well as reducing our costs.

Total energy consumption of a hotel is directly affected by occupancy rates, an increase in occupancy rates would naturally result in more electricity being consumed. There has been a significant increase in room occupancy levels in both resorts, which has resulted in an increase in energy consumption and GHG emissions. In our previous report, we have used total gross floor area as a factor to measure the energy and emissions intensity. As a result, there has also been a slight increase in the intensity levels that have been measured. These indicators do not fully capture the average amount of energy consumed by each hotel guest. However, by looking at the energy intensity per occupied room we can better ascertain the environmental impact of our hotel rooms. Even though our consumption levels have risen, our energy and emission intensity levels per occupied room have dropped.

In FY2019, the electricity consumption at Montigo Resorts in Nongsa and Seminyak was 7,556,148 kilowatt hours ("kWh"), up by 17% since FY2018, which is attributed to an increase in room occupancy rates and an increase in room inventories at both resorts. Similarly, the electricity intensity per square meter rose from 49 kWh/m² in FY2018 to 58 kWh/m² in FY2019. However, there was a decrease in the electricity intensity rate per occupied room from 194 kWh/m² to 184 kWh/m². Hence, the average amount of electricity each occupied hotel room consumes had dropped in FY2019.

There was an increase in the GHG emissions from electricity consumption at the two resorts, from 2,715⁽¹⁾ tonnes carbon dioxide equivalent (“tCO₂e”) in FY2018 to 3,168 tonnes in FY2019. However, the GHG emissions intensity from electricity consumption remained constant at 0.02 tCO₂e/m². The GHG emissions from electricity per occupied rooms remained constant at 0.08 tCO₂e/m² from FY2018 to FY2019.



¹ CO₂ emissions released were calculated using a conversion factor of 0.4192 kg CO₂/kWh – Singapore’s Average Operating Margin (OM) Grid Emission Factor (GEF) in 2017.

The gasoline consumption at Montigo Resorts in Nongsa and Seminyak increased from 29,825⁽²⁾ m³ in FY2018 to 31,940 m³ in FY2019. The gasoline intensity increased 7%, from 0.23 m³/m² in FY2018 to 0.24 m³/m² in FY2019. However, the gasoline intensity per occupied room had decreased from 0.89 m³/m² in FY2018 to 0.78 m³/m² in FY2019.

The two resorts' GHG emissions from gasoline consumption also increase from 67,822 tCO₂e in FY2018 to 72,632 tCO₂e in FY2019. The GHG emissions intensity from gasoline consumption in FY2019 was 0.55 tCO₂e/m², a 7% increase since FY2018. However, the GHG emissions from gasoline consumption per number of occupied rooms decreased from 2.03 tCO₂e/m² to 1.77 tCO₂e/m².



² CO₂ emissions released were calculated using a conversion factor of 2.274 CO₂/m³ sourced from the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories

Water

Indicator	FY2019	Target status for FY2019	Target for FY2020
Water intensity	1.10 m ³ /m ²	See commentary below	Maintain or reduce the water intensity based on FY2019's levels

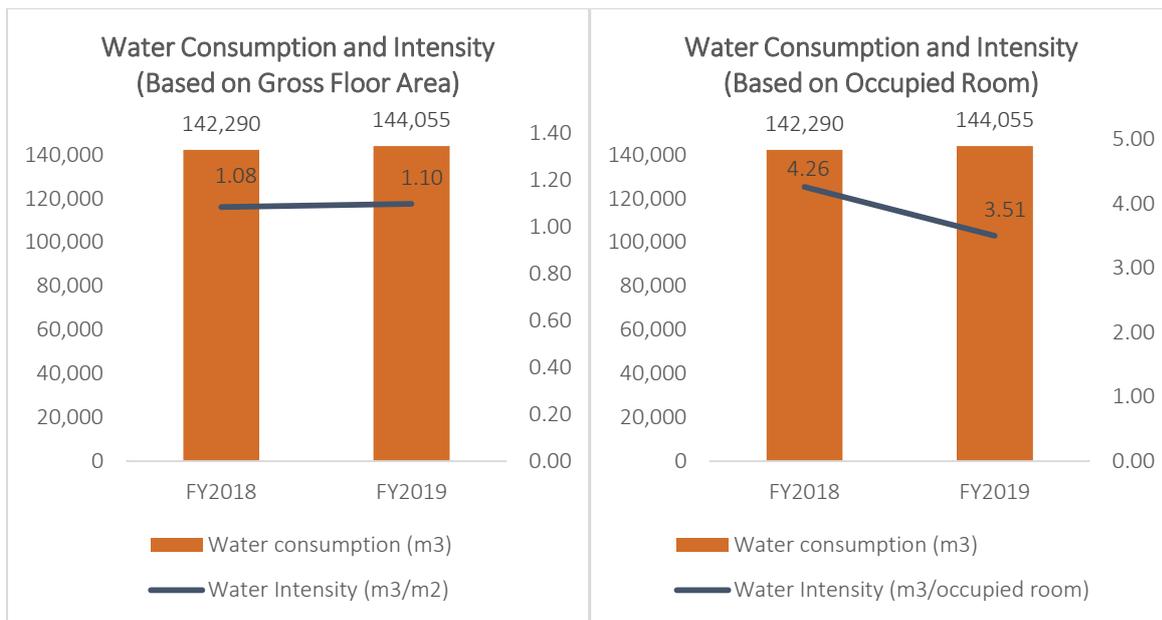
Water consumption is a core part of KOPL's business operations. This is because the guests and employees of our properties require the supply of clean potable water for food and beverage service, laundry operations, recreation, as well as other general operations (irrigation, cleaning and maintenance).

We remain committed to monitoring KOPL's water consumption to actively improve our water efficiency. We have implemented measures at Montigo Resorts in Nongsa and Seminyak to track and reduce our monthly water consumption. Our water monitoring system has the ability to detect potential leaks and our employees are required to inform the engineering team if there is a water leakage. Besides that, all sanitary facilities within our resorts are equipped with dual-capacity flushing cisterns. All faulty taps and valves are replaced in order to reduce water loss.

At our resorts, rainwater is collected and used for gardening purposes. We also communicate our water-saving initiatives to our guests by placing a plaque that contains information on water conservation next to each wash basin. In addition, we support initiatives within local communities that promote water conservation.

Like energy consumption, total water consumption is also directly affected by occupancy rates. As such, there has been a slight increase in the water consumption levels and water intensity levels at both our resorts. However, looking at the water intensity levels per occupied room would highlight how much water our guests are consuming. And in FY2019 there was a decrease in the water intensity levels per occupied room, which have been a result of our water saving initiatives.

In FY2019, the total amount of water consumed at Montigo resorts and Nongsa and Seminyak was 144,055 m³, an increase of 1% since FY2018, which is attributed to an increase in occupancy rates and additions of room inventories at both resorts. The water intensity increased from 1.08 m³/m² in FY2018 to 1.10 m³/m² in FY2019. However, the water intensity per occupied room decrease from 4.26 m³/m² to 3.51 m³/m².



Our People

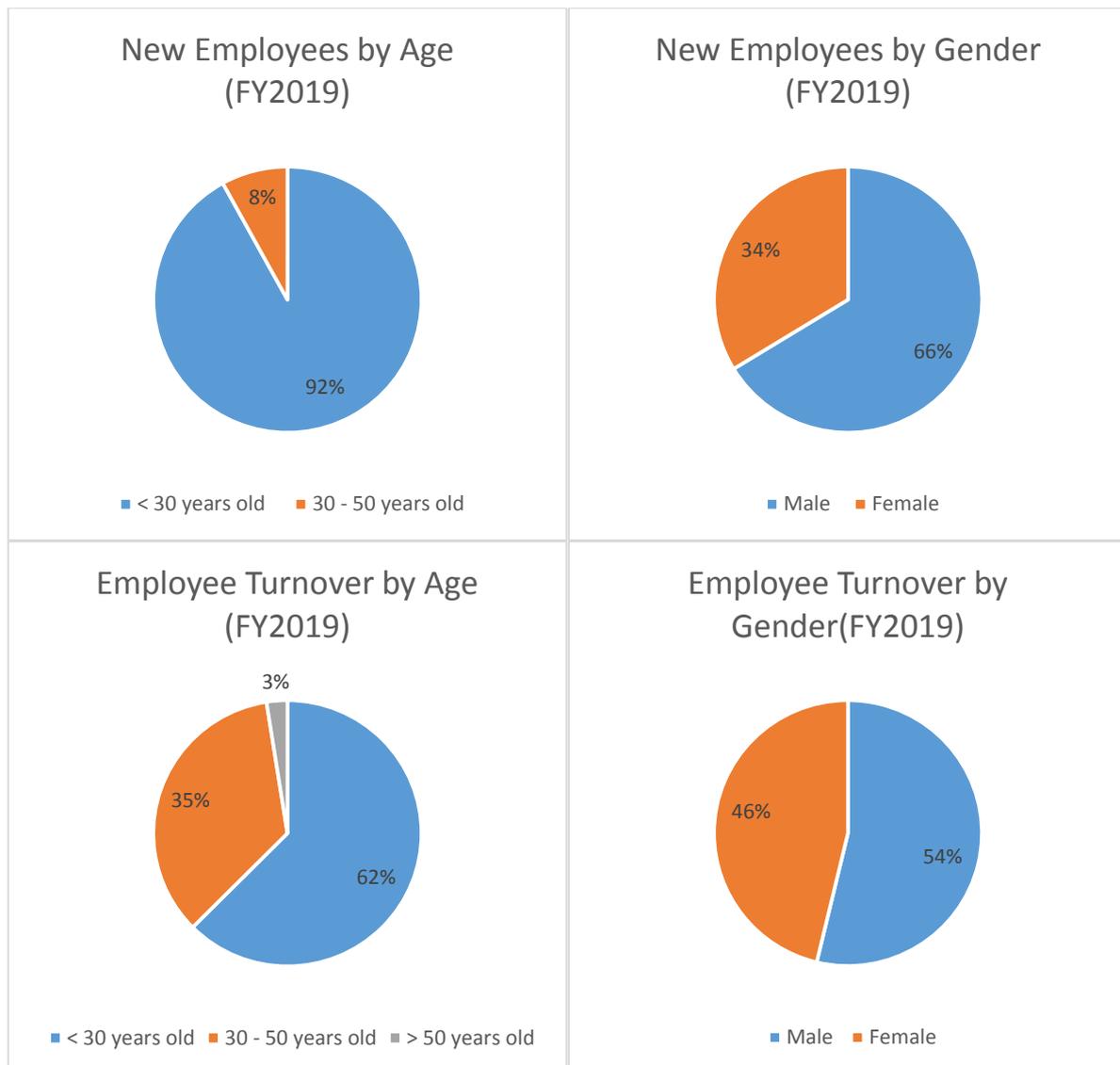
Talent Retention

Indicator	FY2019	Target status for FY2019	Target for FY2020
New employee hires	86	Target Met	Maintain an employee turnover rate of 29% or below
Annual new employee hires rate	25%		
Employee turnover	80		
Annual turnover rate	24%		

At KOPL, we strongly value the contribution of our employees at our resorts. We recognise that there is a direct correlation between their efforts and the quality of service delivered to the guests. Their dedication to ensuring the highest quality of service that they can provide is a significant benefit to the company and its performance. Hence, we strive to build an environment where our employees would be able to thrive and grow in.

We will remain with the adoption of fair and merit-based employment and recruitment practices to attract the most talented individuals. Our Employee Handbook provides information on the Code of Conduct and policies and procedures regarding employment (hiring, termination, retirement), working hours, leave and other employment benefits, remuneration and bonuses as well as conflict of interests.

In FY2019, there were 86 new employees at Montigo Resorts in Nongsa and Seminyak while a total of 80 employees left both resorts. Our annual new-hire rate was 25% and our annual turnover rate was 24% during the same period.



We have a job rotation programme that allows our employees to gain exposure to different parts of the business while growing and expanding their skill sets through various positions within or among departments. Also, we have put in place a formalised performance appraisal process to provide employees with feedback about their individual performance. All our employees receive performance evaluation reviews on an annual basis.

Employee feedback is critical to the growth and success of the business. We seek to create a positive work environment by encouraging open communication between the management and employees. We conduct employee engagement surveys regularly to understand employee satisfaction levels so that we can identify areas of improvement and take corrective actions when required.

To promote employee wellness, we organise various activities such as department trips and annual events for our employees. We also carry out sporting and recreational activities including football, zumba, yoga, and muay thai for our employees. Our employees at Montigo Resorts in Nongsa also participate in football tournaments between hotels located in Batam regularly.

Training and Education

Indicator	FY2019	Target status for FY2019	Target for FY2020
Various internal and external training opportunities were offered to our employees		See commentary below	Continue providing internal and external training courses offered to our employees

KOPL is committed to providing adequate training and development programmes for our employees so that we can further develop and sharpen their skills, empowering them to provide exemplary services to our guest.

Various internal and external training programmes are conducted for our employees at Montigo Resorts in Nongsa and Seminyak regularly. We will continue to conduct the annual leadership training for our management team and leaders at the resort.

We ensure that the same internal and external training programmes are offered to our employees. We will continue to ensure that our employees have access to a diverse range of learning and development programme opportunities. We will be implementing self-learning initiatives to encourage our employees to develop themselves.

Meanwhile, we will continue to offer these training programmes to our employees at Montigo Resorts in Seminyak:

- English language course (for the Security, Steward, and Engineering teams)
- Wine education
- Beauty class (for female marvels)
- Service skills course
- Selling skills course
- Assertive communication course
- Coffee making course
- Productivity improvement class

New employees are required to participate in an orientation programme that aims to align them with KOPL's mission and vision as well as to promote Montigo Resorts' core values. Language skills are highly valued in the hospitality sector as they increase one's value as an employee. We encourage our employees to learn foreign languages such as Mandarin, Japanese and Korean to improve customer service and their job prospects.

Occupational Health and Safety

Indicator	FY2019	Target status for FY2019	Target for FY2020
Total number of workplace incidents that result in a fatality or permanent injury	0	• Target met	• Zero workplace incidents that result in a fatality or permanent injury
Total number of workplace injuries	3		
Accident Frequency Rate ⁽³⁾ (“AFR”)	4.27 accidents per million-man hours worked		
Accident Severity Rate ⁽⁴⁾ (“ASR”)	365.6 days lost per million man-hours worked	• Target met	• Achieve zero incidents of non-compliance with relevant health and safety regulatory requirements
Incidents of non-compliance with relevant health and safety regulatory requirements	0		

Hotel and resort operators have the responsibility to actively take steps to eliminate and reduce health and safety risks that could affect their employees. This can often be a challenge due to the diverse nature of accommodation and services provided by them. At KOPL, we ensure that the health and safety of our employees are our top priority. We continually work to ensure that our properties are risk-free to provide a safe working environment for our employees.

The Health and Safety Committees that have been established at both Montigo Resorts in Nongsa and Seminyak will continue to provide a platform where the management and employees can engage each other and provide feedback and concerns pertaining to health and safety matters, this would help foster and create a healthy and safe workplace that our employees feel safe working at.

Any incidents which compromises employee safety will be reported to the management immediately so that an investigation and preventive and corrective actions can be implemented promptly.

The general managers and security officers at our resorts conduct regular checks around the workplace to ensure that health and safety risks are minimised. We have taken measures to ensure that lifts and stairways at our resorts are maintained to a safe standard. We also perform regular maintenance of kitchen equipment and tools to protect the safety of our employees and guests and to maintain the value of the assets.

Our employees receive training on the potential health and safety risks that may be present in the workplace so that they are able to take the necessary precautions to eliminate the risks. We also provide new employees with training on first aid and fire safety during the orientation programme. An effective security surveillance system is installed at our resorts and security officers are hired to safeguard the safety of our employees and guests. Also, appropriate verification procedures are established at each entrance and exit within the premises of our resorts.

³ Accident Frequency Rate (“AFR”) = (No. of Workplace Accidents Reported / No. of Man hours Worked) * 1,000,000

⁴ Accident Severity Rate (“ASR”) = (No. of Man Days Lost to Workplace Accidents / No. of Man-hours Worked) * 1,000,000

Besides that, we require our contractors to protect the safety of their workers and to adhere to local laws relating to health and safety. We also have an Emergency Response Team (“ERT”) trained in first aid and fire safety that responds promptly and effectively in the event of an occurrence of a natural disaster or an emergency affecting our employees.

There were zero workplace related fatalities recorded at Montigo Resorts in Nongsa and Seminyak in FY2019. However, three workplace injuries occurred at our resorts. No incidents of non-compliance with relevant health and safety regulatory requirements were recorded during the reporting period.

This year, we have included new workplace safety and health indicators into our report. The first being the AFR, which measures how often work accidents occur. The total AFR for FY2019 was 4.27 accidents per million man-hours worked. The other indicator that we have included is the ASR, which measures the number man days lost to workplace accidents. The total ASR for FY2019 was 365.6 days lost per million man-hours worked.

Customer Health & Safety

Indicator	FY2019	Target status for FY2019	Target for FY2020
Incidents of non-compliance with customer health and safety laws as well as regulations concerning the health and safety of our properties	0	Target met	Achieve zero incidents of non-compliance with customer health and safety laws as well as regulations concerning the health and safety of our properties

The feeling of security and knowing that one is in a safe environment is a big contributing factor that would allow guests to fully immerse themselves and have an enjoyable experience at our properties. Hence, KOPL strives to continue to provide a safe environment for our guests.

We continue to implement safety measures required for all existing buildings within our resorts used as guest accommodation. We conduct safety inspections of all resort areas and guest rooms as well as random checks on each building are performed regularly to eliminate health and safety risks that our guests may be exposed to. We strive to ensure that all health and safety incidents reported by our guests are investigated in a timely manner so that appropriate measures can be taken to prevent similar occurrences in the future. A get-well-soon care package which includes a complimentary meal is provided if a guest unfortunately falls sick during his/her stay with us.

We have put in place various policies as well as risk assessment and mitigation measures against natural and man-made hazards. These hazards include fire, terrorist attacks, meteorological disasters, earthquakes and medical emergencies. We conduct fire safety audits and drills every six (6) months to ensure that the fire warning systems within our resorts are functional and that our guests and employees know what to do in the event of a fire-related emergency. A resort map showing the escape route and assembly points are made available to our guests in each of the villas at Montigo Resorts in Nongsa. At Montigo Resorts in Seminyak, evacuation route maps are posted throughout the premise.

In FY2019, there were no incidents of non-compliance with customer health and safety laws as well as regulations concerning the health and safety of our properties.

Compliance
Anti-corruption

Indicator	FY2019	Target status for FY2019	Target for FY2020
Incidents of non-compliance with anti-corruption laws and regulations	0	Target met	Achieve zero incidents of non-compliance with anti-corruption laws and regulations

KOPL continues to maintain a high standard of business conduct and is strongly against any form of corruption. To ensure that KOPL does not face such issues, we have implemented various procedures to handle and mitigate the risks of bribery and corruption within the Group.

Our Employee Code of Conduct outlines policies regarding anti-corruption, including the prohibition of bribery, acceptance or offer of lavish gifts and entertainment. We require all of employees comply with the Code of Conduct and to report violations or suspected violations to their managers or to the Human Resources department through our whistleblowing policy. An investigation will be conducted in a timely and confidential manner should any concerns surrounding possible fraud, bribery and other ethic-related matters be raised.

There were no incidents of non-compliance with anti-corruption laws and regulations in FY2019.

Compliance with Laws and Regulations

Indicator	FY2019	Target status for FY2019	Target for FY2020
Incidents of non-compliance with various socioeconomic laws and regulations	0	Target met	Achieve zero incidents of non-compliance with various socioeconomic laws and regulations

KOPL has established itself as one of the most reputable companies in the field of hospitality. We recognise the importance of complying with laws and regulations, so we can continue to further establish our presence within the industry and the community.

A regular revision of all our agreements and contracts is done by external legal advisors whom we have engaged at both our resorts to ensure that we are complying with all relevant laws and regulations. The responsibilities of these advisors also extend to keeping track of regulatory submissions as well as required business licenses and their expiry dates. These legal advisors are also tasked to monitor and update KOPL on any updates to or changes in existing laws and regulations.

We have put in place procedures to monitor and identify actual and potential non-compliance with laws and regulations relevant to KOPL's business. We require our employees to receive training to be equipped with complying with laws or regulations applicable to the responsibilities of their day-to-day job.

There were no incidents of non-compliance with various socioeconomic laws and regulations in FY2019.

GRI Content Index

GRI Standards (2016)		Notes/Page number(s)
General Disclosures		
Organisational Profile		
102-1	Organisation's name	KOP Limited ("KOPL")
102-2	Activities, brands, products and services	Annual Report FY2019 – Company Profile, page 2 Annual Report FY2019 – Business Review, pages 12-13
102-3	Location of headquarters	Annual Report FY2019 – Company Profile, page 2 About This Report – page 3
102-4	Location of operations	Annual Report FY2019 – Company Profile, page 2 Annual Report FY2019 – Business Review, pages 12-13
102-5	Ownership and legal form	Annual Report FY2019 – Corporate Structure, pages 11
102-6	Markets served	Annual Report FY2019 – Company Profile, page 2 Annual Report FY2019 – Business Review, pages 12-13
102-7	Scale of the organisation	Talent Retention, pages 12-13 Annual Report FY2019 – Financial Statements, pages 48-142
102-8	Information on employees and other workers	Talent Retention, pages 12-13
102-9	Supply chain	Not applicable, supply chain is minimal and insignificant.
102-10	Significant changes to organisation and its supply chain	No significant changes during FY2019
102-11	Precautionary principle or approach	KOPL does not specifically address the principles of the Precautionary approach.
102-12	External initiatives	Not applicable, KOPL does not subscribe to or endorse any external initiatives.
102-13	Membership of associations	Montigo Resorts Nongsa is a member of the National Association of Travel Agents Singapore.
Strategy		
102-14	Statement from senior decision-maker	Board Statement, page 2
Ethics and Integrity		
102-16	Values, principles, standards and norms of behaviour	Annual Report FY2019 – Report of Corporate Governance, pages 18-39
Governance		
102-18	Governance structure	Sustainability Governance, page 3 Annual Report FY2019 – Report of Corporate Governance, pages 18-39
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement, page 4
102-41	Collective bargaining agreements	Not applicable, no collective bargaining agreements are in place.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement, page 4
102-43	Approach to stakeholder engagement	Stakeholder Engagement, page 4
102-44	Key topics and concerns raised	Stakeholder Engagement, page 4
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Annual Report FY2019 – Financial Statements, pages 48-142

102-46	Defining report content and topic Boundaries	About This Report, page 3 Materiality Assessment, page 5
102-47	List of material topics	Materiality Assessment, page 5
102-48	Restatements of information	Not applicable as this is KOPL's first sustainability report that is reported in accordance to the GRI core option.
102-49	Changes in reporting	KOPL's first sustainability report that is reported in accordance to the GRI core option.
102-50	Reporting period	About This Report, page 3
102-51	Date of most recent report	March 2019
102-52	Reporting cycle	About This Report, page 3
102-53	Contact point for questions regarding the report	About This Report, page 3
102-54	Claims of reporting in accordance with GRI Standards	About This Report, page 3
102-55	GRI content index	GRI Content Index, pages 18-21
102-56	External assurance	KOPL has not sought external assurance on this report but may do so in the future.
Material Topics		
Economic Performance		
201-1	Direct economic value generated and distributed	Economic Performance, page 7 Annual Report FY2019 – Financial Statements, pages 48-142
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Economic Performance, page 7 Annual Report FY2019 – Financial Statements, pages 48-142
103-2	The management approach and its components	Materiality Assessment, page 5 Economic Performance, page 7 Annual Report FY2019 – Financial Statements, pages 48-142
103-3	Evaluation of the management approach	Materiality Assessment, page 5 Economic Performance, page 7 Annual Report FY2019 – Financial Statements, pages 48-142
Anti-corruption		
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption, page 17
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Anti-corruption, page 17
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Anti-corruption, page 17
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Anti-corruption, page 17
Energy		
302-1	Energy consumption within the organisation	Energy and Emissions, pages 7-10
302-3	Energy intensity	Energy and Emissions, pages 7-10
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Energy and Emissions, pages 7-10
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5

		Energy and Emissions, pages 7-10
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Energy and Emissions, pages 7-10
Water		
303-1	Water withdrawal by source	Water, pages 11-12
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Water, pages 11-12
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Water, pages 11-12
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Water, pages 11-12
Emissions		
305-1	Direct (Scope 1) GHG emissions	Energy and Emissions, pages 7-10
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Emissions, pages 7-10
305-4	GHG emissions intensity	Energy and Emissions, pages 7-10
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Energy and Emissions, pages 7-10
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Energy and Emissions, pages 7-10
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Energy and Emissions, pages 7-10
Employment		
401-1	New employee hires and employee turnover	Talent Retention, pages 12-13
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Talent Retention, pages 12-13
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Talent Retention, pages 12-13
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Talent Retention, pages 12-13
Occupational Health & Safety		
403-2	Type and rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities by region and gender	Occupational Health and Safety, pages 15-16
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Occupational Health and Safety, pages 15-16
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Occupational Health and Safety, pages 15-16
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Occupational Health and Safety, pages 15-16

Training and Education		
404-2	Programme for upgrading employee skills and transition assistance programmes	Training and Education, page 14
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Training and Education, page 14
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Training and Education, page 14
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Training and Education, page 14
Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impact of products and services	Customer Health and Safety, pages 16
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Customer Health and Safety, pages 16
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Customer Health and Safety, pages 16
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Customer Health and Safety, pages 16
Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance with Laws and Regulations, page 17
103-1	Explanation of the material topic and its boundary	Materiality Assessment, page 5 Compliance with Laws and Regulations, page 17
103-2	The management approach and its components	Sustainability Governance, page 3 Materiality Assessment, page 5 Compliance with Laws and Regulations, page 17
103-3	Evaluation of the management approach	Sustainability Governance, page 3 Materiality Assessment, page 5 Compliance with Laws and Regulations, page 17