



SUSTAINABILITY REPORT 2021

CREATING ENDURING VALUE

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Message from the Group Chief Executive Officer

I present the Sustainability Report of Vicplas International Ltd (“Vicplas” or “the Company”, and together with its subsidiaries, “the Group”) for the financial year ended 31 July 2021 (“FY2021”).

The COVID-19 pandemic has impacted many aspects of our lives, disrupting our sense of normalcy, claiming lives and causing economic loss globally. Even as governments around the world implemented measures to control this public health crisis, we have taken strict measures to protect our employees and their families, while at the same time ensuring minimal disruption to our manufacturing operations. We are extremely proud of, and grateful to, our employees globally who have made sacrifices to keep the Group operating smoothly during this difficult time.

In FY2021, both our business segments remained operational and contributed to the common fight against COVID-19. Our medical devices segment was, and remains, part of the supply chain for manufacturing of COVID-19 related medical devices such as nasal swabs and test kits. Our pipes and pipe fittings segment supplied products to support critical construction and public infrastructure works in Singapore which included quarantine/isolation facilities, temporary foreign workers dormitories and other emergency services.

We are following the guidance of all governments and public health authorities, and proactively implementing a range of precautionary measures, from stringent sanitation and cleaning protocols to workplace distancing and health checks (including Antigen Rapid Tests). Employees who can work from home are working from home to protect others who are required to be at a Group facility to carry out their work.



As highlighted in this FY2021 Sustainability Report, we continue to track the progress of the Group, and have shared our performance with regards to various material Environmental, Social and Governance (“ESG”) topics. While we seek to grow our business, we are mindful of our social and environmental impact in the areas that we operate in and are committed to integrate sustainable practices in our business operations.

We aim to create long-term sustainable value through our business activities in the financial year ending 31 July 2022 and beyond – for us as a company, our employees, our stakeholders and the society at large.

About the Report

This FY2021 Sustainability Report (“Report”) is our fourth report and describes the sustainability initiatives and performance for Vicplas International Ltd (“Vicplas” or “the Company”, and together with its subsidiaries, “the Group”) for FY2021. This Report has been prepared in accordance with the GRI Standards: Core Option and Singapore Exchange-ST Listing Rules Practice Note 7.6 Sustainability Reporting Guide. We have chosen the GRI Standards as a reporting framework as it is a well-known and globally-recognised sustainability reporting standard. We also referenced the United Nations 2030 Agenda for Sustainable Development and used the United Nations Sustainable Development Goals (“UN SDG”) to report on our sustainability performance.

The report covers all subsidiaries for which the Group has management control, except for Arrow Medical Limited, which is based in the United Kingdom. This entity was recently fully acquired and performance data has not yet been consolidated for this Report. We plan to include the data from this entity in our next Report. The Group’s corporate structure can be found on Page 3 of this Report.

This Report is published annually and covers the same period as the financial year of the Company (1 August to 31 July). Our last sustainability report was published in December 2020. Where possible, we have shared historical information on our material topics to provide a meaningful basis for

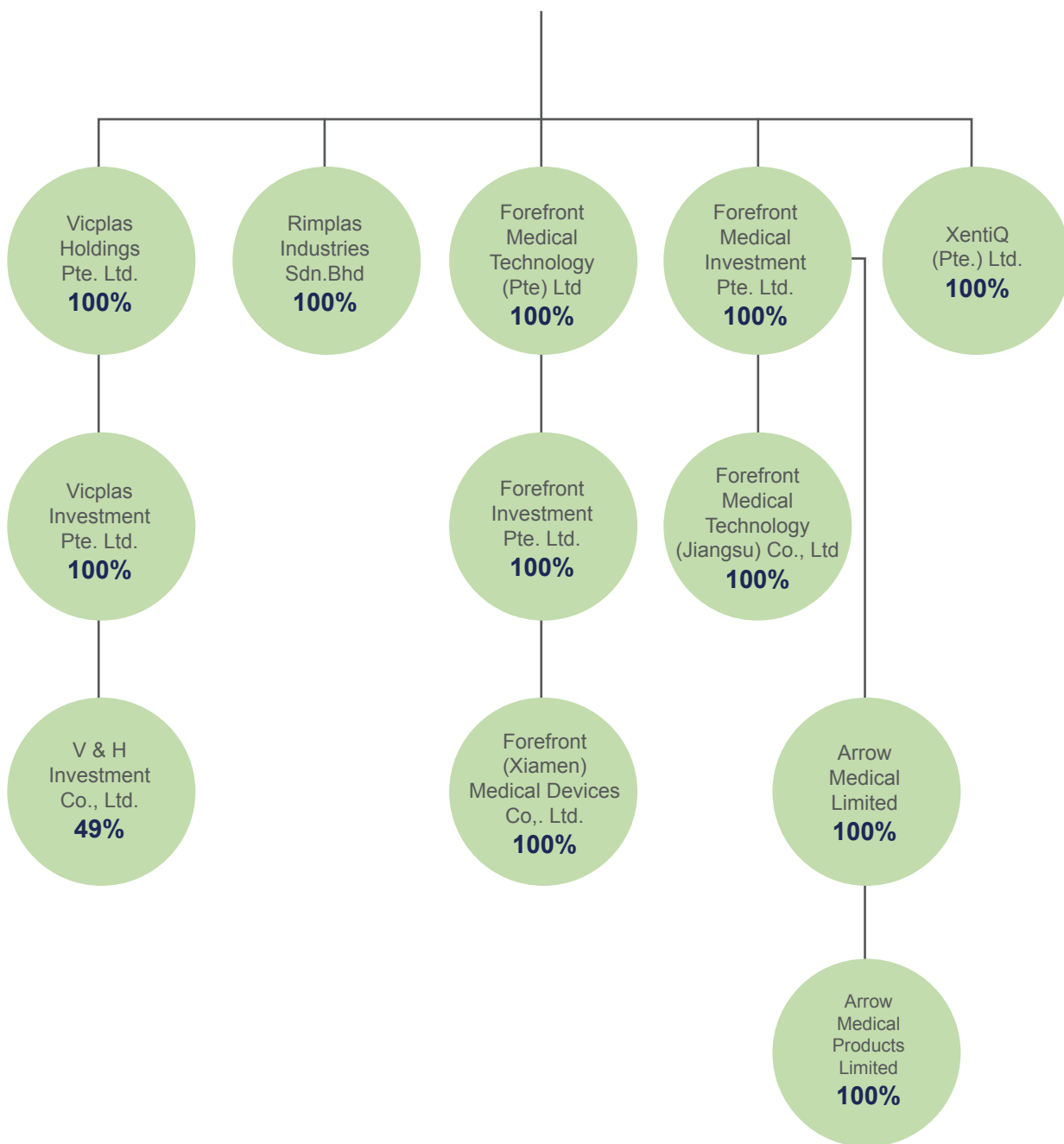
comparison. To allow for a better analysis of our performance data with respect to our business, we have reported the performance of our material topics based on business segments. This Report provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business.

The Report is currently not externally assured but external assurance may be implemented in the future.

We welcome comments and feedback on our sustainability report at corporate@vicplas.com.sg.



Corporate Profile



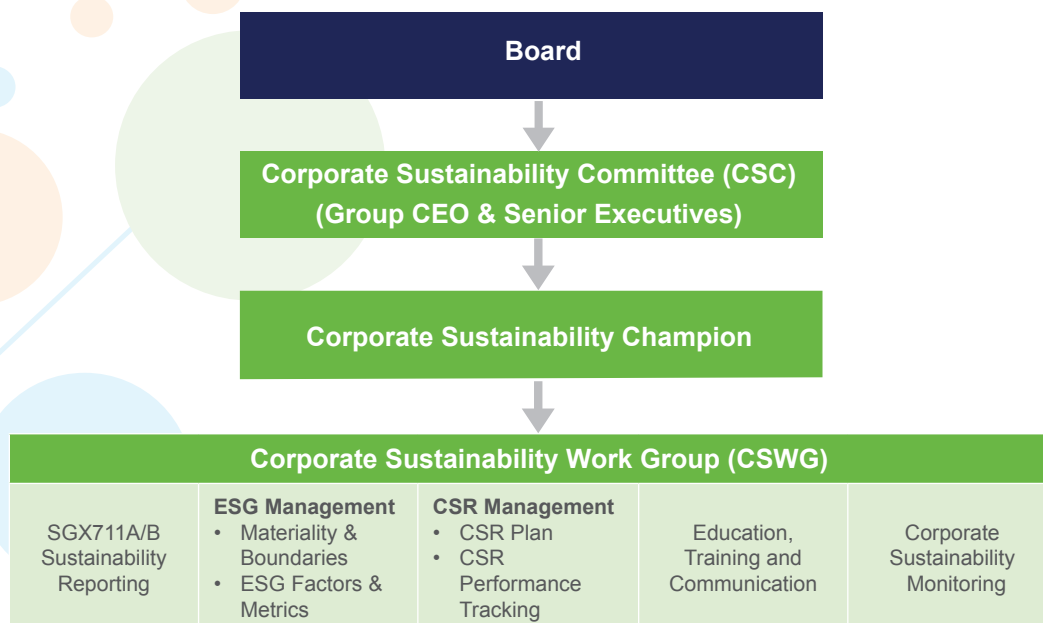
Sustainability Governance

The sustainability focus for Vicplas is delivering long-term value for all our stakeholders: customers, suppliers, employees, the communities in which we operate and the future generation. We are committed to ensure that there is a strong ESG focus in the Company’s strategy and business model and in its internal policies and processes.

Our Board of Directors (the “Board”) considered sustainability issues in the Company’s strategy formulation, determined the material ESG factors and has oversight of ESG matters. The Board is supported by the Corporate Sustainability Committee (“CSC”) which is chaired by our Group Chief Executive Officer (“CEO”) and includes designated senior executives. The CSC manages the Group’s sustainability efforts and develops various programs to drive sustainability in the Group.

Supported by the CSC, our Corporate Sustainability Champion pro-actively raises awareness through education and training across the Group. Each business segment will have representatives that comprise the Corporate Sustainability Work Group (“CSWG”), and are responsible for executing the social and environmental initiatives in their business segments.

Working closely with the CSWG, our Champion engages the business segments in collectively executing the corporate social responsibility (“CSR”) plan, identifying and managing the ESG Factors as well as engaging various internal and external sustainability stakeholders. The CSWG reports the sustainability performance of the Group to the CSC. The Group CEO who chairs the CSC reports to the Board and provides updates on the Group’s sustainability performance and targets.



Stakeholder Engagement

We have identified five key stakeholder groups, namely, the environment and future generation, employees, customers, suppliers and communities. The channels we use to maintain dialogue with them are shown in the table below. For each group, the engagement method varies and includes formal and informal channels of communication. We are continuously improving the adequacy and effectiveness of our processes in response to changing regulatory, business and operation environment.

Stakeholders	Our Engagement Approach	Material Issues	What We Have Done	Where We Have Covered this in our Report
Customers	<ul style="list-style-type: none"> Quarterly review meetings Annual customer satisfaction surveys 	<ul style="list-style-type: none"> Safety of our products Customer data privacy Customer satisfaction and customer-centric approach 	<ul style="list-style-type: none"> Ensure quality and safety of our services and products to our customers 	Building Trust with Our Business Partners
Suppliers	<ul style="list-style-type: none"> Annual supplier performance reviews 	<ul style="list-style-type: none"> Environmental, labour and human rights impact in the supply chain 	<ul style="list-style-type: none"> Ensure suppliers are aware of and aligned to Vicplas' sustainability values related to areas such as the environment, human rights, labour practices and corporate governance 	Building Trust with Our Business Partners
Employees	<ul style="list-style-type: none"> Townhall meetings with senior management Employee training 	<ul style="list-style-type: none"> Workplace health & safety Work life balance Training and development of employees on critical skillsets to sustain competitiveness Competitive compensation scheme Non-discrimination Diversity and equality 	<ul style="list-style-type: none"> Create an ethical and professional working environment Safe working environment for employees Identify and attract people with knowledge and talent 	Caring for Our Employees
Community	<ul style="list-style-type: none"> Corporate social responsibility (CSR) programs 	<ul style="list-style-type: none"> Social and financial contributions to the community at large 	<ul style="list-style-type: none"> Support a range of educational and community projects, providing both financial and in-kind donations to social enterprises and not-for-profit organisations 	Supporting Our Community
Future Generation	<ul style="list-style-type: none"> Environment Protection Committee 	<ul style="list-style-type: none"> Recycling of product material and packaging Reduction of carbon emissions Energy consumption Waste and pollution management 	<ul style="list-style-type: none"> Enhance the Group employees' awareness on sustainability Set sustainability goals and targets with the aim to curb global warming, conserve natural resources and increase recycling of waste 	Protecting the Environment

Materiality

Vicplas' material issues were reviewed and updated in FY2021 to ensure the issues are relevant and current. We continued our consultations with key representatives from the various business segments and reviewed our material topics internally to take into account new businesses and the relevance of our material topics.

The table below summarises our material issues and the relevant GRI Standards which we have referenced in this Report.

Focus Areas	Material Topics	GRI Standard Disclosures
Building trust with our business partners	<ul style="list-style-type: none"> • Health & safety impacts of products and services • Customer data privacy • Anti-corruption • Socioeconomic compliance • Environmental compliance 	GRI 416-2 GRI 418-1 GRI 205-3 GRI 419-1 GRI 307-1
Protecting the environment	<ul style="list-style-type: none"> • Energy consumption • Reducing Greenhouse Gas ("GHG") emissions 	GRI 302-1 GRI 305-1, 305-2, 305-4
Caring for our employees	<ul style="list-style-type: none"> • Employee relations • Training and development • Occupational health & safety 	GRI 401-1 GRI 404-1 GRI 403-9



Alignment with the United Nations Sustainable Development Goals (UN SDG)

Vicplas supports the global effort to achieve the 17 SDGs that are intended to address the world's shared challenges of poverty, inequality, climate change, environmental degradation, peace and justice. The table below highlights our efforts and where we have the largest opportunity for impact.



- Our plastic product lines from our pipes and pipe fittings segment are free of heavy metals such as lead and are manufactured in compliance with the Restriction of Hazardous Substances Directive 2002/95/EC (RoHS 1). The restricted materials are hazardous to the environment and pollute landfills, and are dangerous in terms of occupational exposure during manufacturing and recycling. By ensuring that our products are RoHS compliant, we help to reduce injury to people and damage to the environment.



- We recognise the importance of women participation and equal opportunities for leadership in the organisation – 20% of our Board comprises of females, and 25% of our senior management team is represented by females.
- 59% of our workforce comprises of females.



- We have increased our staff strength by 31% to a total of 1,133 employees in Singapore, China and Malaysia. The increase in staff strength is mainly to support the medical devices segment in Singapore and China.
- All our employees are paid fair wages and accorded employment benefits in line with local regulations.



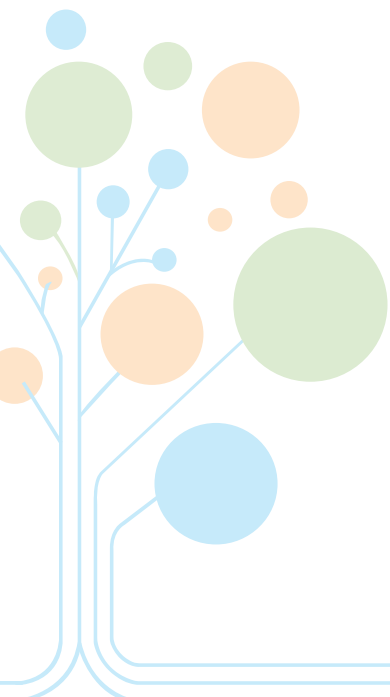
- As part of our continuous efforts to reduce damage to the environment, Vicplas is actively pursuing the ISO 14001:2015 Environmental Management Systems and ISO 50001:2018 Energy Management Systems to guide us in improving our manufacturing process to reduce our use of resources, energy and waste. We are also exploring ways to reduce our GHG emissions from our work activities.



- Vicplas does not tolerate any form of discrimination based on nationality, race, religion or political inclination that could compromise equal opportunities in the recruitment process and career development.

Ten Principles of the United Nations Global Compact

10 Principles of the UN Global Compact	Where We Have Covered this in our Report
Labour	
1. Businesses should support and respect the protection of internationally proclaimed human rights.	Caring for Our Employees
2. Businesses should make sure that they are not complicit in human rights abuses.	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
4. Businesses should work towards the elimination of all forms of forced and compulsory labour.	
5. Businesses should work towards the effective abolition of child labour.	
6. Businesses should work toward the elimination of discrimination in respect of employment and occupation.	
Environment	
7. Businesses should support a precautionary approach to environmental challenges.	Protecting the Environment
8. Businesses should undertake initiatives to promote greater environmental responsibility.	
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	
10. Businesses should work against corruption in all its forms, including extortion and bribery	Building Trust with Our Business Partners



Building Trust with Our Business Partners

GRI 416-2 Health & safety impacts of products and services

We are committed to providing products with the highest level of quality and product safety. The conformity of the products, systems, and processes is periodically checked and confirmed at our various plants through internal and external audits. Vicplas has successfully implemented the requirements of the following certification-relevant standards in our manufacturing locations worldwide to ensure compliance with customer and regulatory requirements:

Business Segment	Certifications
Medical Devices	<ul style="list-style-type: none"> All the subsidiaries have quality certifications of EN ISO13485:2016 and, with the exception of XentiQ (Pte.) Ltd., are registered under the United States Food and Drug Administration (FDA) as a “contract manufacturer for medical devices” and accreditation certificate of foreign medical device manufacturer from Japan Ministry of Health, Labour and Welfare. Forefront Medical Investment Pte. Ltd. has a Class A, B, C, D Medical Device manufacturer license registered under Health Science Authority (HSA) Singapore and Certificate of GMP from South Korea Ministry of Food and Drug Safety. Forefront Medical Technology (Jiangsu) Co., Ltd has a Class II Medical Device Manufacturing License in China and Certificate of GMP from South Korea Ministry of Food and Drug Safety.
Pipes and Pipe Fittings	<ul style="list-style-type: none"> All subsidiaries have attained ISO 9001:2015 Quality Management System

We are pleased to announce that Forefront Medical Investment Pte. Ltd. was awarded the Singapore Quality Class Accreditation by Enterprise Singapore in FY2021. This award recognises organisations for their commendable management practices, commitment towards continuous improvement and sustainable business performance¹.

Our supplier relationship management approach enables us to manage suppliers effectively, while focusing on our most critical suppliers to maximise value and reduce risks in our supply chain. We currently have more than 500 suppliers providing goods and services to Vicplas. We engage in regular, open dialogue with key suppliers to develop strong positive relationships and to ensure that their goods and services are aligned to our business requirements and sustainability objectives.

In FY2021, Vicplas did not have any incidents of product recall or incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products and

services. We aim for continual improvement and to ensure our products and services fully comply with customer and regulatory health and safety requirements.

GRI 418-1 Customer data privacy

Ensuring safety and privacy of our customers' data is of great priority to Vicplas. In addition to processes and controls in place for handling and communicating sensitive and confidential information of our customers such as contracts, customer orders and service delivery orders, we also have in place information security policies to ensure our customers' data are managed in accordance with the level of confidentiality required and that information is only provided on a need-to-know basis.

In FY2021, we have not had any incidents of breaches of customer data privacy. We continue to implement and improve our existing controls to ensure that there are no breaches of customer data.

¹ https://www.enterprisesg.gov.sg/quality-standards/-/media/esg/files/quality-and-standards/business-excellence/BE_Certified_Organisations.pdf

Building Trust with Our Business Partners

GRI 205-3 Anti-Corruption

Corruption is a threat to our business and the societies in which we operate. It can undermine legitimate business activities, distort competition, damage reputations and expose individuals to risk. As a listed company on the Singapore Exchange (SGX), we adopt the Code of Corporate Governance as required in the Listing Rules. Our corporate governance framework covers ethics and compliance through a Code of Conduct as well as action guidelines which are to be adhered by the officers and employees across the organisation. Every new employee is introduced to our Code of Conduct and our policies on ethics and compliances which includes areas such as anti-corruption. Communication channels, such as the Whistle-Blowing Policy, are in place to enable all employees and individuals engaged in business activities to report complaints of unethical behaviour. We have a dedicated officer who maintains a register of incidences regarding ethics and compliance issues and escalates to the Board, Audit and Risk Committee and/or management, as appropriate.

In FY2021, there were no cases of corruption, no employees were dismissed or disciplined for corruption, and no contracts with business partners were terminated due to violations related to corruption. We shall continue efforts to train and raise awareness among employees using the company's various business conduct policies to maintain full compliance in the area of anti-corruption.

GRI 419-1 Socioeconomic compliance, GRI 307-1 Environmental compliance

Vicplas' operations are subject to requirements through sector specific laws, regulations, and national licenses. Implementation and monitoring of our legal compliance is supported by various functional teams, including

Human Resources and Health, Safety and Environment. We have policies, procedures and programs in place to prevent potential violations or non-compliance and monitor our practices through risk-based due diligence processes. We take actions where issues arise in our operations and, where issues are linked to third-party operations, we communicate and encourage them to prevent, mitigate and address them.

In FY2021, we have no cases of socioeconomic or environmental non-compliance. We shall continue to proactively monitor our operations closely to ensure that we maintain zero cases of non-compliance.

How we have worked with our business partners during the pandemic

The COVID-19 pandemic has been a challenging time for businesses and individuals. Vicplas made several strategic adjustments to accommodate and ease the burden on our customers and suppliers alike. We also explored opportunities to assist in the overall government's approach in tackling the pandemic – this included accommodating customers' irregular schedules due to work disruptions and safe management measures which made delivery challenging; there was a surge in raw material prices and increases in operating cost but not all the cost was passed on to our customers; we are also currently holding a higher inventory of finished goods for our customers to mitigate any possible delays.

For our suppliers, we work closely with them to ensure that they carry a higher volume of inventory. During global shortages, when raw materials were on allocation, we were well supported by our regular regional suppliers because of our long-term business relationship with them. Despite some delays in cargo arrivals to Singapore, we managed to meet manufacturing demand with buffer stocks, and also fulfilled all contractual obligations.

Protecting Our Environment



We have embraced various green practices in our business and operation. Our pipes and pipe fittings segment fully conforms to the relevant Singapore Standards on Specifications for unplasticised PVC pipes and fittings (“Singapore Standards”) as well as its British, Australia and Japanese equivalent standards. Our products are used in buildings (residential, commercial and industrial), hydro-agriculture applications (plastic pipes and channels) as well as for civil engineering (telecommunication pipelines, power grid pipelines and infrastructure works).

Since 2016, we have reformulated our plastic product lines and eliminated heavy metals such as lead from our pipes and pipe fittings in accordance with the Restriction of Hazardous Substances Directive 2002/95/EC (RoHS 1) adopted in February 2003 by the European Union. The restricted materials are hazardous to the environment and pollute landfills, and are dangerous in terms of occupational exposure during manufacturing and recycling. By ensuring that our products are RoHS compliant, we help to reduce injury to people and damage to the environment.

Vicplas is actively pursuing certifications for ISO 14001:2015 Environmental Management Systems and ISO 50001:2018 Energy Management Systems for our manufacturing sites in Singapore, and there are plans to also roll this out in stages for our other global manufacturing sites. We believe that these standards will help us to improve our use of resources, energy performance, waste management and pollution prevention, which, in the larger context of sustainability, can play a part in combating climate change. Climate change is one of the biggest challenges facing humanity. Its effects are already evident with erratic weather patterns, severe weather events and greater environmental degradation. We are working toward reducing or preventing GHG emissions from our activities, and continually seek new and innovative ways to reduce the environmental impact of our products and services.

In FY2021, to better understand our environmental footprint, we have reported our energy consumption and Scope 1 and 2 GHG emissions based on each business segment, and also provided the energy and GHG intensity based on the revenue for each business segment. We believe that this will help us to better measure our progress year-on-year as we identify opportunities to reduce our GHG emissions and work towards a low carbon economy.



Protecting Our Environment

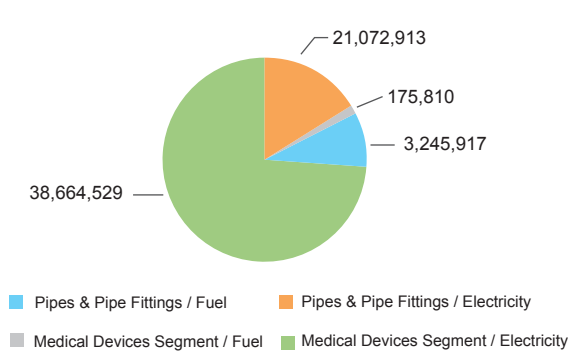
GRI 302-1 Energy consumption, GRI 305-1 Direct (Scope 1) GHG Emissions, GRI 305-2 Energy indirect (Scope 2) GHG emissions

Our total energy consumed from both the pipes and pipe fittings segment and medical devices segment in FY2021 was 63,159 GJ. The medical devices segment consumed 38,840 GJ of energy, while the pipes and pipe fittings segment consumed 24,319 GJ of energy. The total Scope 1 and Scope 2 GHG emissions from both business segments was 11,594 tCO₂e, with approximately 73% of the emissions attributable to the medical devices segment. Scope 2 emissions comprises 99% of the GHG emissions from the medical devices segment. Our GHG emissions in FY2021 increased by an overall of approximately 8% compared to the financial year ended 31 July 2020 (“FY2020”). However, this was due to an increase

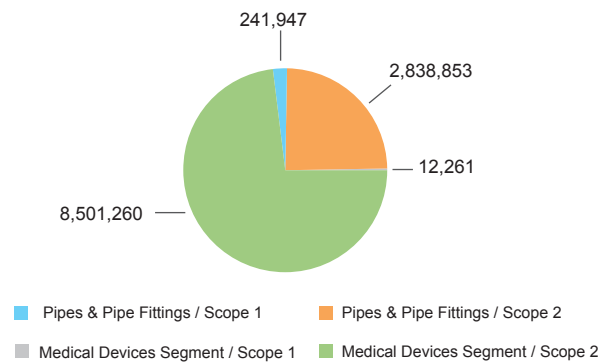
in orders from customers for the medical devices segment and a gradual recovery of the construction industry in Singapore.

While the GHG emission from the pipes and pipes fittings segment increased by approximately 17% in GHG emissions compared to FY2020, its revenue increased by approximately 23%. The GHG emissions for the medical devices segment increased by approximately 6% compared to FY2020, while the revenue in FY2021 increased by approximately 31%. To better explain our GHG emissions performance, we have also included below, the GHG emissions intensity which compares our emissions against revenue. Detailed GHG emissions data for FY2021 and FY2020 for our business segments can be found in the section of Performance Data.

Energy consumed from non-renewable sources (MJ)



GHG Emissions (kgCO₂e)



GRI 305-4 GHG emissions intensity

Based on our Scope 1 and Scope 2 emissions, the GHG emissions intensity for the pipes and pipe fittings segment in FY2021 was approximately 91 tCO₂e per million Singapore dollars revenue, which is 5% lower than the GHG emissions intensity from FY2020. The GHG emissions intensity for the medical devices segment was approximately 106 tCO₂e per million Singapore dollars revenue, which is 19% lower than the GHG emissions intensity from FY2020. Our target is to reduce our emissions intensity by at least 1% per year, and we have been able to achieve that in FY2021 for both the business segments. As we track and monitor our total GHG emissions and GHG intensity, we aim to identify opportunities for improvement to make our processes more energy efficient and will continue to improve on our emissions reduction in the coming financial year ending 31 July 2022 (“FY2022”).



Caring for Our Employees

GRI 401-1 Employee Relations

Our people are our most valuable resource and investing in their professional and personal well-being is vital to our business. We recognise that a motivated workforce will convey a positive and powerful message to all our key stakeholders, such as our customers, suppliers and the community. By attracting, nurturing, empowering and rewarding our employees, we create an environment conducive for innovation and inspiration flourish to further boost our competitiveness. Such commitment to our employees promotes a corporate culture of passion, quality, excellence and trust within the organisation which reflect in our ability to create values to our stakeholders.

Our Human Resource (“HR”) management principles and policies are guided by the Singapore Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP)² and established based on fair employment practices with the goal of attracting, supporting and retaining a motivated workforce. Our employment practices focus on maximising the strength of our employees by providing equal opportunities based on merits, and helping our

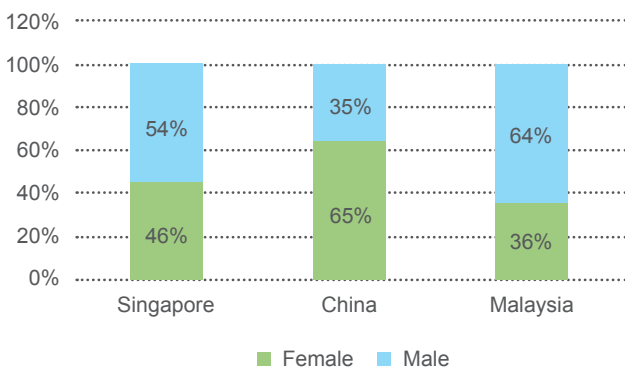
employees to develop strength through various training and development programmes.

We regularly review the performance and development of our employees and our performance-based reward scheme which provides guidance and motivation to our employees to perform to their potential in alignment with the objectives of the company.

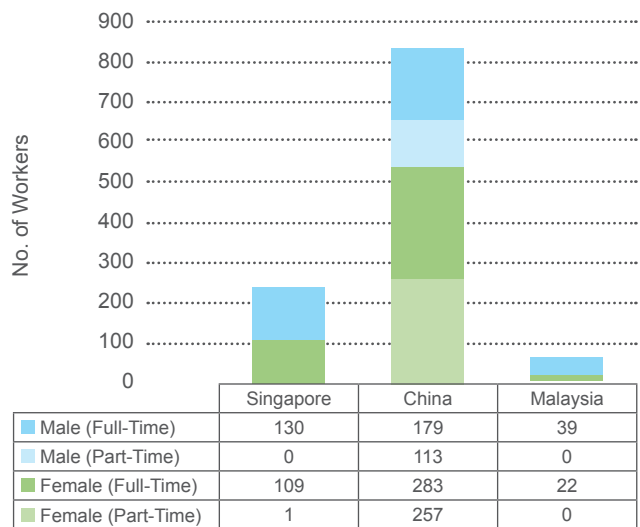
In FY2021, our headcount increased by approximately 12% to a total of 1,133 employees as of 31 July 2021 across all our locations in Singapore, China and Malaysia. The largest increase in headcount was from the medical devices segment, to cope with the increase in orders from its customers. We had an overall turnover rate³ of 23.9% and a hiring rate⁴ of 19.6%. The turnover rate was largely due to the medical devices segment’s entities in China, which are operating in a tight labour market.



Gender Profile of Employees in Singapore China & Malaysia



Full Time & Part Time Employees in Singapore, China & Malaysia



² The Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) was set up in 2006 by the tripartite partners (Ministry of Manpower, National Trades Union Congress, and Singapore National Employers Federation), to promote the adoption of fair, responsible and progressive employment practices.

³ Please refer to Performance Data for calculation methodology.

⁴ Please refer to Performance Data for calculation methodology.

Caring for Our Employees

GRI 404-1 Training and Development

We recognise that consistent and ongoing education is critical to maintaining a competitive, skilled, productive and motivated workforce. The training is targeted based on the employees' job scopes and skills set requirements. Training topics range from soft skills development in areas such as communications and leadership, to technical programmes covering project management and office productivity tools.

In FY2021, our employees received fewer training hours due to COVID-19 safe distancing measures and the need for group training to be scaled down in size. However, where possible, we have conducted training through virtual means and employees also attended online courses. On average, each employee attended approximately 2 hours of training in FY2021. With the rapid integration of technological and digital transformation in the workplace, we recognise the need to keep up with rapid innovation in the workplace and plan to increase the number of hours of training attended by our employees in FY2022.

GRI 403-1 Occupational Health and Safety Management System, GRI 403-2 Hazard Identification, Risk Assessment, and Incident Investigation, GRI 403-3 Occupational Health Services, GRI 403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety, GRI 403-5 Worker Training on Occupational Health and Safety, GRI 403-6 Promotion of Worker Health, GRI 403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships, GRI 403-9 Work Related Injuries

The nature of our business, as well as our diverse operations, inevitably create health and safety risks. Our aim is to limit those risks as much as possible so as to provide our employees a safe working environment. To do this, each of our sites in Singapore and Malaysia has a Health and Safety representative to drive positive safety culture and oversee implementation of health and safety practices in the respective facilities. Before starting any activity, we perform a risk assessment to identify potential hazards and do everything possible to eliminate them before commencing. If this is not



feasible, we put measures in place to minimise the potential impacts. Such risk assessments are the responsibility of our individual sites and are therefore conducted by them. In line with our commitment to workplace health and safety, our manufacturing sites under the pipes and pipe fittings segment are also undergoing ISO 45001 certification. This will enable us to better monitor and measure our health and safety performance and continually improve safety in the workplace.

At our manufacturing facilities, new employees are required to undergo a safety orientation before they start work. This safety orientation covers hazardous activities at the workplace, safe work procedures and emergency response procedures. Safe work practices are also reinforced during daily morning briefings. All visitors and contractors at our facilities are required to undergo a safety briefing before they start work, and those who are conducting hazardous work are also required to show that they have the necessary permits and licenses required to carry out the work. Any person or employee who finds themselves in a hazardous situation has the right to stop their work and report the situation to their supervisor. In the event of an accident or incident, an investigation will be carried out by the supervisor together with the Health and Safety representative to identify the root cause.

In FY2021, we had a total of 230 lost days arising from 4 reportable accidents at our facilities in Singapore and Malaysia. There are no reportable accidents from our facilities in China. One of the cases was a high consequence work injury which resulted in a finger injury. The other 3 reportable accidents that took place resulted in leg, back and hand injuries. We are currently implementing ISO 45001 Occupational Health and Safety Management System at our facilities in Singapore and are committed to reduce the number of reportable accidents and lost days in FY2022.

Supporting Our Community

We believe in giving back to society and contributing to the community through our CSR programmes. In FY2021, we have provided both donations and donations-in-kind to various charities and homes, which have supported the elderly, the disabled, low-income families, children from single parent families or otherwise poverty-stricken families, and migrant workers in Singapore.



Approximately \$4,600 donated from Vicplas and employees for the purchase of foodstuff



3 tonnes of rice purchased



Provided approximately 27,000 meals



\$5,000 cash donation to National Kidney Foundation



Performance Data

GRI 102-8 Employee data

	FY2019	FY2020		FY2021	
Total employees by gender	No. of employees	No. of employees	YoY Change (%)	No. of employees	YoY Change (%)
Males	397	410	+3.3%	461	+12.4%
Females	630	602	-4.4%	672	+11.6%
Total employees	1,027	1,012 ⁵	-1.5%	1,133	+12.0%

Total employees by employment contract and gender

	FY2020		FY2021			
	Males	Females	Males	YoY Change (%)	Females	YoY Change (%)
Full time (permanent contract)	373	469	348	-6.7%	414	-11.7%
Singapore	138	71	130	-5.8%	109	+53.5%
China	190	374	179	-5.8%	283	-24.3%
Malaysia	45	24	39	-13.3%	22	-8.3%
Part time (temporary contract)	37	133	113	+205.4%	258	+94.0%
Singapore	0	1	0	0	1	0
China	37	132	113	+205.4%	257	+127.4%
Malaysia	0	0	0	0	0	0

GRI 401-1 New employees hire and employees turnover in Singapore, China and Malaysia

Full Time Employees

		FY2020				FY2021			
		New Hires		Employee Turnover		New Hires		Employee Turnover	
		No.	Rate ⁶ (%)	No.	Rate ⁷ (%)	No.	Rate ⁶ (%)	No.	Rate ⁷ (%)
By Age Group	Under 30 yrs	102	10.1	148	14.6	109	9.6	148	13.1
	30-50 yrs	126	12.5	139	13.7	111	9.8	118	10.4
	Over 50 yrs	6	0.6	1	0.1	2	0.2	5	0.4
By Gender	Male	93	9.2	89	8.8	88	7.8	92	8.1
	Female	141	13.9	199	19.7	134	11.8	179	15.8
Overall Total		234	23.1	288	28.5	222	19.6	271	23.9

⁵ The employee headcount for FY2020 has been restated.

⁶ Hiring rate is calculated by taking total number of persons hired / total number of employees as at end of FY.

⁷ Turnover rate is calculated by taking total number of persons who left / total number of employees as at end of FY.

Performance Data

Part Time Employees		FY2020				FY2021			
		New Hires		Employee Turnover		New Hires		Employee Turnover	
		No.	Rate ⁶ (%)	No.	Rate ⁷ (%)	No.	Rate ⁶ (%)	No.	Rate ⁷ (%)
By Age Group	Under 30 yrs	835	82.5	670	66.2	716	63.2	531	46.9
	30-50 yrs	364	36.0	307	30.3	241	21.3	202	17.8
	Over 50 yrs	0	0.0	0	0.0	0	0.0	0	0.0
By Gender	Male	374	37.0	299	29.5	310	7.8	230	20.3
	Female	825	81.5	678	67.0	647	11.8	503	44.4
Overall Total		1,199	118.5	977	96.5	957	19.6	733	64.7

GRI 403-9

Workplace safety and health statistics for our operations in Singapore, China and Malaysia in FY2021

Workplace Injury Rate ⁸	Accident Frequency Rate ⁹	Accident Severity Rate ¹⁰	Occupational Disease Rate	Work Related Fatalities
3.53	2.45	141	0	0

Data for earlier periods has not been included as this data was not collected previously

GRI 404-1

Training and Development

Average Training Hours Per Employee				
Based on Employee Category			Based on Gender	
Senior Manager	Manager	Non-Manager	Male	Female
17.8	11.4	1.7	3.7	1.1



⁸ Workplace injury rate: Number of reportable injuries per 1,000 employed persons

⁹ Accident frequency rate: Reportable accidents per million man-hours

¹⁰ Accident severity rate: Number of man days lost per million man-hours

Performance Data

Energy consumption within the organisation from non-renewable sources (in MJ) (GRI 302-1)

Business Unit	Entity	Energy consumed from non-renewable sources (MJ)			
		FY2020 [^]		FY2021	
		Fuel	Electricity	Fuel	Electricity
Pipes and pipe fittings	Rimplas Industries Sdn. Bhd.	0	4,746,132	0	6,162,851
	Vicplas Holdings Pte Ltd	2,631,559	13,749,826	3,245,917	14,910,062
	Vicplas Investment Pte. Ltd.	0	0	0	0
	Subtotal	2,631,559	18,495,958	3,245,917	21,072,913
	Annual Subtotal	21,127,517		24,318,830	
Medical devices	Forefront Medical Technology (Pte) Ltd	0	0	0	0
	Forefront Investment Pte. Ltd.	0	0	0	0
	Forefront (Xiamen) Medical Devices Co., Ltd.	83,004	9,484,088	86,577	11,667,996
	Forefront Medical Investment Pte. Ltd.	0	4,078,620	0	5,008,244
	Forefront Medical Technology (Jiangsu) Co., Ltd.	163,910	22,507,200	89,233	21,725,640
	XentiQ (Pte) Ltd	NA [#]	NA [#]	0	262,649
	Subtotal	246,914	36,069,908	175,810	38,664,529
	Annual Subtotal	36,316,822		38,840,340	
TOTAL FROM BUSINESS SEGMENTS		2,878,473	52,565,866	3,421,727	59,737,442
GRAND TOTAL		57,444,339		63,159,169	

Direct (Scope 1) emissions & energy indirect (Scope 2) GHG emissions (GRI 305-1, GRI 305-2)

Business Unit	Entity	GHG Emissions (kgCO ₂ e)			
		FY2020 [^]		FY2021	
		Scope 1	Scope 2	Scope 1	Scope 2
Pipes and pipe fittings	Rimplas Industries Sdn. Bhd.	0	883,308	0	1,146,975
	Vicplas Holdings Pte Ltd	196,154	1,560,223	241,947	1,691,878
	Vicplas Investment Pte. Ltd.	0	0	0	0
	Subtotal	196,154	2,443,531	241,947	2,838,853
	Annual Subtotal	2,639,685		3,080,800	
Medical devices	Forefront Medical Technology (Pte) Ltd	0	0	0	0
	Forefront Investment Pte. Ltd.	0	0	0	0
	Forefront (Xiamen) Medical Devices Co., Ltd.	5,789	2,244,568	6,038	2,761,426
	Forefront Medical Investment Pte. Ltd.	0	462,810	0	568,297
	Forefront Medical Technology (Jiangsu) Co., Ltd.	11,431	5,326,704	6,223	5,141,735
	XentiQ (Pte) Ltd	NA [#]	NA [#]	0	29,803
	Subtotal	17,220	8,034,082	12,261	8,501,260
Annual Subtotal	8,051,302		8,513,522		
TOTAL FROM BUSINESS SEGMENTS		213,374	10,447,613	254,208	11,340,113
GRAND TOTAL		10,690,987		11,594,322	

Conversion factors for the above table are based on Emission Factors for Cross Sector Tools March 2017.

Grid emission factors for Singapore are sourced from Singapore Energy Market Authority (EMA). Grid emission factors for China and Malaysia are sourced from IGES Institute for Global Environmental Strategies (2021). List of Grid Emission Factors, version 10.10.

Global warming potential values from the IPCC Fifth Assessment Report, 2014 (AR5) were used.

[^]Energy and emissions data for FY2020 have been restated based on new emission factors used.

[#]Data for XentiQ (Pte) Ltd has been excluded for FY2020 as it was not available.

Performance Data

GHG Emissions Intensity (GRI 305-4)

Business Unit	FY2020			FY2021			YoY Change (%)
	Emissions (tCO ₂ e)	Revenue (S\$ million)	Emissions Intensity (tCO ₂ e / S\$ million revenue)	Emissions (tCO ₂ e)	Revenue (S\$ million)	Emissions Intensity (tCO ₂ e / S\$ million revenue)	
Pipes and pipe fittings	2,640	27.5	96	3,081	33.8	91	-5.2%
Medical devices	8,051	61.4	131	8,514	80.2	106	-19.1%

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	102-3	Location of headquarters	AR 2021, pg. i	
	102-4	Location of operations	AR 2021, pg. i	
	102-5	Ownership and legal form	AR 2021, pg. 10	
	102-6	Markets served	AR 2021, pg. i	
	102-7	Scale of the organization	AR 2021, pg. 10	
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	102-10	Significant changes to the organization and its supply chain	AR 2021, pg. 2-4, 10	
	102-11	Precautionary Principle or approach	AR 2021, pg. 21	
	102-12	External initiatives	8,9	
	102-13	Membership of associations	Singapore Business Federation Singapore Plastic Industry Association	
	102-14	Statement from senior decision-maker	1	
	102-16	Values, principles, standards, and norms of behaviour	AR 2021, pg. i	
	102-18	Governance structure	4	
	102-40	List of stakeholder groups	5	
	102-41	Collective bargaining agreements	None	
	102-42	Identifying and selecting stakeholders	5	
	102-43	Approach to stakeholder engagement	5	
	102-44	Key topics and concerns raised	5	
	102-45	Entities included in the consolidated financial statements	2	
	102-46	Defining report content and topic Boundaries	2	
	102-47	List of material topics	6	
	102-48	Restatements of information	18	
	102-49	Changes in reporting	None	
102-50	Reporting period	2		
102-51	Date of most recent report	2		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	2		
102-54	Claims of reporting in accordance with the GRI Standards	2		
102-55	GRI content index	20-22		
102-56	External assurance	None		
Anti-Corruption				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	10	
	103-2	The management approach and its components	10	
	103-3	Evaluation of the management approach	10	
GRI 205: Anti Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	10	
Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11-12	
	103-2	The management approach and its components	11-12	
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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	11-12	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	13	
	103-2	The management approach and its components	13	
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GRI 401: Employment 2016	401-1	New employees hires and employee turnover	13	
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	103-3	Evaluation of the management approach	14	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system of work-related fatalities	14	
	403-2	Hazard identification, risk assessment, and incident investigation	14	
	403-3	Occupational health services	14	
	403-4	Worker participation, consultation, and communication on occupational health and safety	14	
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	403-6	Promotion of worker health	14	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	14	
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Training and Education				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	14	
	103-2	The management approach and its components	14	
	103-3	Evaluation of the management approach	14	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	14	
Customer Health and Safety				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	9	
	103-2	The management approach and its components	9	
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GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	9	

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	9	
	103-2	The management approach and its components	9	
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GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	9	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	10	
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