



ESTABLISHING NEW GROWTH EXTENDING OUR PRESENCE

SUSTAINABILITY REPORT 2022



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BEAUTY



This Annual Report has been reviewed by the Company's Sponsor, SAC Capital Private Limited (the "Sponsor").

This Annual Report has not been examined or approved by the Singapore Exchange Securities Trading Limited ("SGX-ST") and the SGX-ST assumes no responsibility for the contents of this Annual Report, including the correctness of any of the statements or opinions made or reports contained in this Annual Report.

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Company Profile



UG Healthcare Corporation Limited 优格医疗集团 (“**UG Healthcare**” or the “**Company**” and together with its subsidiaries, the “**Group**”) is an own brand manufacturer that markets and sells proprietary **UNIGLOVES®** branded products through its own established global downstream distribution network.

The Group owns and operates an extensive downstream network of distribution companies with a local presence in Europe, the United Kingdom, the USA, China, Africa, and South America, where it markets and sells its proprietary **UNIGLOVES®** brand of disposable examination gloves. The Group also distributes ancillary products including reusable gloves, surgical, vinyl, and cleanroom disposable / single-use gloves, and non-glove products such as face masks and medical disposables.

These downstream distribution companies are supported and complemented by the Group's own upstream manufacturing division, manufacturing natural latex and nitrile disposable examination gloves under its **UNIGLOVES®** brand and third-party labels in its manufacturing facilities located in Seremban, Negeri Sembilan, Malaysia. The Group's upstream manufacturing is certified by the British Standards Institution (“**BSI**”) for ISO 9001:2015, ISO 13485:2016, and EN ISO 13485:2016 for the scope of manufacture and supply of natural latex and nitrile latex examination gloves.

The Group's **UNIGLOVES®** brand of disposable examination gloves offer an extensive product range that includes both specialised products, with a variety of coatings, scents, colours, thickness, antimicrobial properties, and eco-friendly materials for more specialised users, as well as generic products. The Group has also expanded its product range to reusable gloves for users in the heavy industries. These disposable and reusable hand protection products are used across a diverse range of industries requiring safety and cross-infection protection and hygiene standards, whilst catering to different applications and preferences of users, keeping them safe. The Group's proprietary brand of products conform to various international standards and requirements.

UG Healthcare is listed on the Singapore Exchange Securities Trading Limited on 8 December 2014 under stock code **8K7**.

Business Operations

We have also expanded our product portfolio to include reusable glove products for professionals in heavy industries to the current range of ancillary products including surgical, vinyl, and cleanroom disposable / single-use gloves, and non-glove products such as face masks and medical disposables.

UG Healthcare is motivated to deliver excellence consistently through our integrated own brand manufacturing (“OBM”) business to support our customers, who built their trust and loyalty in our proprietary **UNIGLOVES®** branded products, particularly our hand protection solutions.

Our integrated OBM business model, comprising upstream manufacturing and downstream distribution for our proprietary **UNIGLOVES®** branded products, enables us to be in better control of the quality and reliability of our products that are being used by our end users who require cross infection protection and high hygiene standards. We remain committed to address the evolving requirements of our end users across diverse industries and develop suitable hand protection solutions, healthcare related products, and ancillary products for their applications in their professions, keeping them safe.

The heightened awareness of hygiene and protection amid the COVID-19 pandemic has not only increased the demand for disposable examination gloves but also raised our proprietary **UNIGLOVES®** brand presence in our core markets. The strong brand preference by end users, in turn, propelled expansion in both our upstream manufacturing and downstream distribution divisions.

As we continue to harness the strengths of our entrenched downstream distribution capabilities that provide us direct market access in our core markets in both developed and developing countries, our market intelligence opens up growth opportunities beyond disposable / single-use examination glove products.

At UG Healthcare, we offer an extensive range of disposable examination glove products, including a variety of coatings, colours and scents, antimicrobial properties, and eco-friendly materials, to appeal to the different needs and preferences of end users across diverse industries. We have also expanded our product portfolio to include reusable glove products for professionals in heavy industries to the current range of ancillary products including surgical, vinyl, and cleanroom disposable / single-use gloves, and non-glove products such as face masks and medical disposables.

We are on track to build on our integrated OBM business foundation and grow sustainably through prudent expansion of our portfolio to include non-glove healthcare related products and services over the long term. We believe portfolio diversification allows natural moderation against volatility during uncertain times and safeguards the interests of our prioritised stakeholders – customers, employees, and business partners.



Business Operations



TOTAL INSTALLED PRODUCTION CAPACITY

4.6 billion

pieces of gloves per annum from FY2023



UPSTREAM MANUFACTURING IS CERTIFIED BY

British Standards Institution ("BSI")

for ISO 9001:2015, ISO 13485:2016, and EN ISO 13485:2016

OUR UPSTREAM MANUFACTURING CAPABILITIES

The progress of our third manufacturing facility with the intended additional production capacity of 1.2 billion pieces of gloves per annum, faced several delays amid the COVID-19 situation in Malaysia. The commencement of this additional production capacity, which was originally scheduled for May 2022 was delayed by the shortage of manpower.

Nevertheless, we have obtained the relevant approval to recruit foreign workers and the new employees are expected to arrive progressively later this year. Hence, the new manufacturing facility for disposable examination gloves that is expected to bring the total installed production capacity to 4.6 billion pieces of gloves per annum is likely to be commissioned later this year. We will continue to produce both latex and nitrile examination gloves in all our manufacturing facilities.

Despite greater awareness of the need for hand protection for safety and hygiene purposes, it is likely to take some time for the global markets to achieve equilibrium in the demand and supply of disposable examination gloves following the aggressive expansion of production capacities in the glove manufacturing industry in the past year.

We are, however, confident that our base of downstream distribution customers can absorb our planned production capacity of 4.6 billion pieces of gloves per annum, which will be produced primarily under our proprietary **UNIGLOVES®** brand. Instead of further capacity expansion, we will strive to achieve optimal utilisation with the installed production capacity as we increase our manpower. In addition, the close proximity of our new manufacturing facility to the existing manufacturing facilities enables better cost efficiencies and enhances the Group's economies of scale.

Our upstream manufacturing is certified by the British Standards Institution ("**BSI**") for ISO 9001:2015, ISO 13485:2016, and EN ISO 13485:2016 for the scope of manufacture and supply of natural latex and nitrile latex examination gloves. The Group is also registered with the Supplier Ethical Data Exchange, a not-for-profit membership organisation that leads work with buyers and suppliers to deliver improvements in responsible and ethical business practices in global supply chains, and our manufacturing facilities are audited under Sedex Members Ethical Trade Audit ("**SMETA**").

Business Operations



WE OWN AND OPERATE AN EXTENSIVE NETWORK OF DOWNSTREAM DISTRIBUTION COMPANIES WITH A LOCAL PRESENCE IN

- EUROPE
- THE UNITED KINGDOM
- THE USA
- CHINA
- AFRICA
- SOUTH AMERICA

UNIGLOVES® brand of disposable examination gloves are marketed and sold to more than 50 countries globally

OUR DOWNSTREAM DISTRIBUTION NETWORK

We own and operate an extensive network of downstream distribution companies with a local presence in Europe, the United Kingdom, the USA, China, Africa, and South America, where we market and sell our proprietary **UNIGLOVES®** brand of disposable examination gloves to more than 50 countries globally. We also distribute ancillary products including surgical, vinyl, and cleanroom disposable / single-use gloves, as well as non-glove products such as face masks and medical disposables.

Our prior investments in our distribution network and capabilities include managing our warehousing and logistics infrastructure and operating with our marketing and sales teams in our key strategic markets, are reinforced during the pandemic. These downstream distribution capabilities continue to provide support to our customers, assuring them of adequate inventories.

We value the trust and brand loyalty that our customers have in our **UNIGLOVES®** branded products. The growing market share in all key markets in both the developed and developing countries is a strong testament to their support and confidence.

In October 2021, we launched a new range of proprietary branded reusable gloves for users in heavy industries. This range of reusable gloves offers comprehensive hand protection against major workplace hazards in heavy industries including chemicals, railway and energy. As a new entrant in the heavy industries, we will dedicate resources to establish our brand and market presence, as well as cultivate demand for our proprietary branded reusable gloves with the new set of customers.

We will continue to strengthen our **UNIGLOVES®** brand positioning in our target markets and cultivate demand for our **UNIGLOVES®** branded products to reach out to more end users.

Business Operations

OWN BRAND OF PRODUCTS

The Group's mainstay – **UNIGLOVES®** brand of disposable examination gloves offer an extensive product range that includes both specialised products, amongst others, a variety of coatings, scents, colours, thickness, antimicrobial properties, and eco-friendly materials for more specialised users, as well as generic products. These products are used across a diverse range of industries requiring cross-infection protection and high hygiene standards, catering to different applications and preferences.

Our proprietary brand of products continues to conform to various international standards and requirements, including the **ASTM International** (formerly known as American Society for Testing and Materials), European standard for medical gloves ("**EN455**"), **ISO 11193** standards (International Organization for Standardization for Single-use medical examination gloves), CE and UKCA Type Examination Certificates of Latex and Nitrile Examination Gloves PPE 2016(425) Cat III, Acceptance Quality Level requirements under the Food and Drug Administration ("**USFDA**"), China Food and Drug Administration ("**CFDA**"), Brazilian Health Regulatory Agency ("**Anvisa**") and the National Agency for Food and Drug Administration and Control ("**NAFDAC**").

We constantly keep abreast of developments in technology and process improvements as well as developments in latex compounding formulations to attain certain desired properties and characteristics for the customisation of our products to meet the evolving hand protection requirements by users in diverse industries. We also collaborate with renowned research laboratories to achieve breakthroughs in products to provide better protection solutions for end users.

Although most of the manufactured products are done in-house, we believe strategic collaboration can be more efficient and beneficial to the end users. Hence, we will continue to look into broadening our proprietary branded portfolio through potential opportunities for non-glove healthcare related products and services to provide a wider range of offerings to our customer base.



Business Operations

We believe that our entrenched distribution infrastructure and network in both the developed and developing markets will continue to drive growth for the Group as we broaden our product portfolio.

BUSINESS STRATEGY

The Group's strategy has always been to cultivate demand for our proprietary **UNIGLOVES®** range of disposable examination gloves through our downstream distribution companies. These strategically established distribution companies in both developed and developing countries have our local sales and marketing teams and distribution infrastructures (including local warehouses and logistics) as well as our direct customer base. The market demand for our **UNIGLOVES®** range of products, in turn, drives the production volume in our upstream manufacturing facilities in Malaysia. This approach allows the Group to manage the value chain seamlessly and efficiently, and build the OBM foundation.

The Group will continue to drive marketing campaigns to further entrench our market presence for our proprietary **UNIGLOVES®** branded products through our downstream distribution network. These campaigns focus on driving the marketing and sales of our established distribution companies in our key markets of Europe, the United Kingdom, the USA, China, Africa, and South America, and will be supported by these distribution companies which operate their own warehousing and logistics infrastructure.

We believe that our entrenched distribution infrastructure and network in both the developed and developing markets through hub and spoke strategy, will continue to drive growth for the Group as we broaden our product portfolio.



Board Statement

The Board of Directors (the “**Board**”) of UG Healthcare Corporation Limited (“**UG Healthcare**” or the “**Company**” and together with its subsidiaries, the “**Group**”) is pleased to present the annual sustainability report for the financial period ended 30 June 2022 (“**FY2022**”).

The COVID-19 pandemic continued to take toll on economies globally with resurgence of variants and sub-variants, disrupting supply chains and human resource mobility amongst others. The situation was aggravated by geopolitical uncertainties, in particular, the Russia-Ukraine war which led to rising inflationary pressures. As the pandemic eases towards an endemic phase, the average selling price of disposable examination gloves adjusted to pre-COVID levels as aggressive expansion of production capacities led to the significant increase in global supply. The Group remains steadfast in our commitment to our stakeholders in delivering sustainable growth as markets seek new equilibrium in the demand and supply of disposable examination gloves.

We believe the Group’s ethos and conscientious effort in conducting our business activities responsibly earned us the trust and loyalty of our stakeholders, particularly our customers, employees, and business partners. The trust placed in us, which reinforced our own brand manufacturing (“**OBM**”) business model that is built on our integrated upstream manufacturing and downstream distribution operations, together with our proprietary **UNIGLOVES®** brand, has proven its resilience during trying times. We remain committed to making good progress in our economic, environmental, social and governance (“**EESG**”) material factors as we continue to grow prudently and sustainably, strengthening our foothold in the healthcare related sector and at the same time, enhancing values for our stakeholders.

The Board and management of UG Healthcare are mindful of the evolving business environment, and we consistently oversee and monitor the EESG material factors of the Group and take them into consideration in the determination of the Group’s strategic direction and policies. Going forward, we will also explore the impact of climate-related risks and opportunities with the EESG material factors to stay relevant and current for the business.

The Board maintains oversight over the Sustainability Committee and monitor the Group’s sustainability practices with the Sustainability Committee, which is chaired by the Group’s Chief Executive Officer. We look to improving our disclosures as well as progressively updating our targets that are material to the sustainability of our business as we continue to pave way for our growth journey.

This sustainability report highlights our key EESG performance in FY2022, where our focus will be on the Group’s upstream manufacturing operations located in Seremban, Negeri Sembilan, Malaysia. As our Singapore operations is primarily involved in the corporate reporting of the listed company and acts as the sales, marketing and distribution hub for the downstream distribution operations, the performance data from our Singapore and global downstream distribution operations managed locally in the six key markets have not been included as part of this report. Nevertheless, the Group remains committed to upholding our integrity and business ethics globally as our downstream distribution operations are conducted in accordance with the rules and regulations of the respective countries.

The Group continues to conform to various international standards and requirements for our **UNIGLOVES®** brand of products and our upstream manufacturing is certified by the British Standards Institution (“**BSI**”) for ISO 9001:2015, ISO13485:2016, and EN ISO 13485:2016 for the scope of manufacture and supply of natural latex and nitrile examination gloves. We are also registered with the Supplier Ethical Data Exchange, a not-for-profit membership organisation that leads work with buyers and suppliers to deliver improvements in responsible and ethical business practices in global supply chains, and our manufacturing facilities are audited under Sedex Members Ethical Trade Audit (“**SMETA**”) annually. We value the trust and loyalty of our stakeholders, and remain committed to assure and support them with our consistent quality and reliability of our products and services to achieve sustainable growth together.

Board Statement

This sustainability report has been prepared with reference to the Global Reporting Initiative ("**GRI**") Standards and in compliance with Rules 711A, 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Manual Section B: Rules of Catalist (the "**Catalist Rules**") as well as the SGX-ST's Sustainability Reporting Guide. We have chosen the GRI framework as it is a well-known and globally-recognised sustainability reporting standard.

This sustainability report is currently not externally assured, but we consider external assurance as the report matures over time.

We welcome stakeholders to provide us with feedback and suggestions on this report. You may contact us through our investor relations email at ir@ughcc.com.

YIP WAH PUNG

Non-Executive Chairman and Independent Director

LEE KECK KEONG

Chief Executive Officer and Executive Director

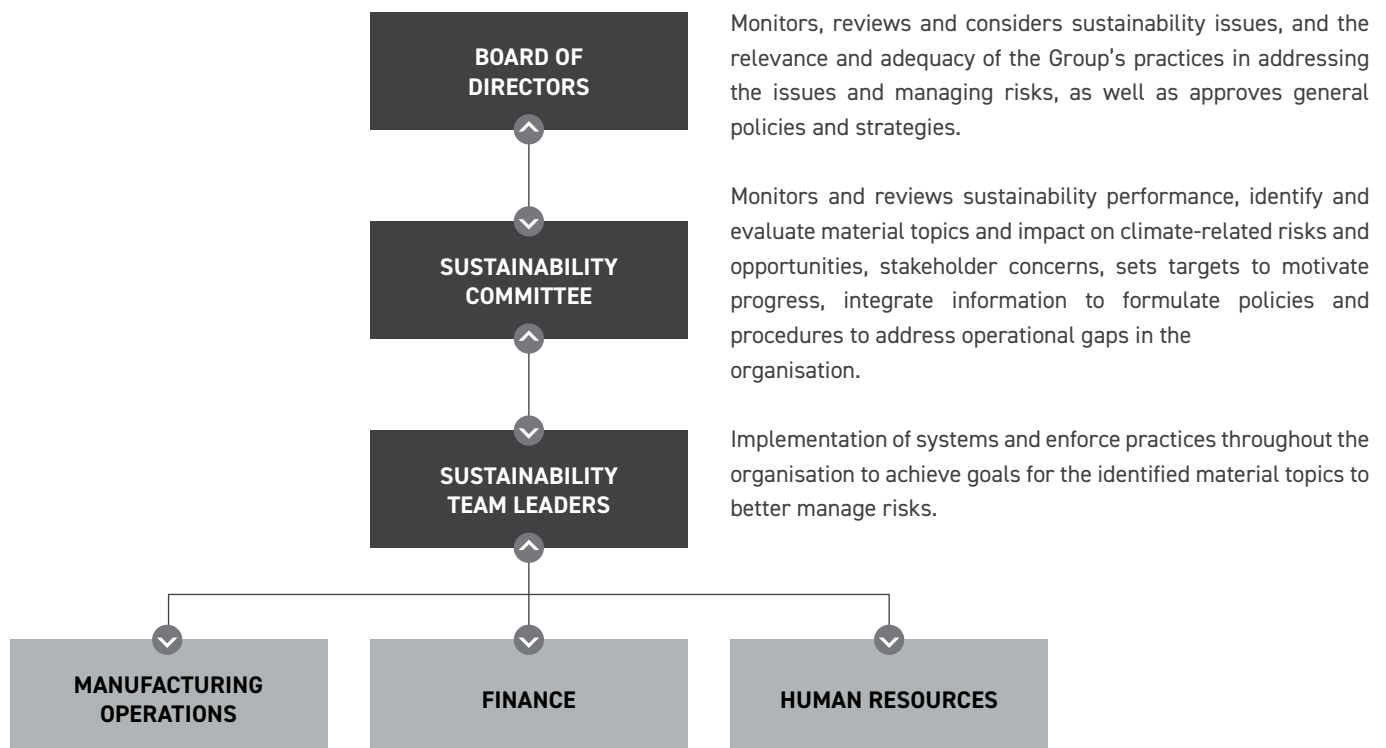
Sustainability Governance

At UG Healthcare, our sustainability focus is to make a positive difference and progress together with our prioritised stakeholders – customers, employees, business partners, and the communities where we operate. We believe our sustainability approach that embraces the EESG aspects including labour practices and societal responsibilities is a holistic approach of inclusivity, which forms the cornerstone of our organisation culture.

The Board and management through this sustainability approach cultivates sustainable values throughout the organisation and pass them on to our external stakeholders. We believe that managing the EESG impacts from within will manage the risks and opportunities present in our business, and correspondingly, generate stable and sustainable value for our stakeholders.

The Group has in place a Sustainability Committee (“SC”), comprising key management executives and supported by representatives from various departments, and chaired by the Chief Executive Officer. This SC reports to the Board during board meetings, where the Board will review and deliberate on the sustainability issues. The SC is responsible for reviewing the company’s sustainability performance, material topics, stakeholder concerns, setting of targets and goals for material topics, and establishing systems to collect, verify, monitor and report information required for this sustainability report. The SC meets at least once a year to discuss, propose, coordinate, and promote the Group’s sustainability practices.

In the year under review, the Group continued to practise stringent COVID-19 prevention and control measures in our upstream manufacturing operations and employee dormitories, and arranged for our employees to be inoculated with two doses of vaccines. We remain committed to ensuring that the health, safety and well-being of our employees are not compromised as we fulfil our commitments to other key stakeholders.



The Board maintains oversight over the SC, reviews and considers sustainability issues and practices as part the formulation of our strategies and policies to better manage sustainability risks and opportunities while ensuring all EESG and climate-related matters significant to our business are addressed.

Stakeholder Engagement

This sustainability report provides us with a valuable opportunity to engage our stakeholders and respond to issues that matter most to them and to our business, while at the same time, enhances the Group's assessment in risk management, strategy development, and stakeholder engagement activities as we work to further focus and prioritise our sustainability and corporate social responsibility initiatives.

In the year under review, the Group continued to improve our engagement with both internal and external stakeholders to align our vision and sustainable growth strategies and practices through various online communication platforms where physical meetings were limited. We remain committed to build mutually beneficial relationships with our stakeholders through efficient communication and achieve aligned goals for the long term.

We are committed to understand the concerns of our key stakeholders and seek to address them adequately, and align our key stakeholders to participate with the Group's sustainable and steadfast growth journey. In FY2022, we continued to engage our key stakeholders through multiple established channels to evaluate the relevance of the material topics that are of significance to our business and our stakeholders.

Our engagements with our key stakeholders are summarised below:

STAKEHOLDERS	AREAS OF CONCERN	OUR ENGAGEMENT APPROACH	OUR ACTIONS
INTERNAL			
Board of Directors	<ul style="list-style-type: none"> Effectiveness of internal policies and systems Compliance 	<ul style="list-style-type: none"> Board meetings Regular updates via electronic means (emails, phone calls, virtual meetings) 	<ul style="list-style-type: none"> Regular updates on corporate activities, developments, and financial performance Seek advice and approvals from the Board on all material proposed developments
Employees	<ul style="list-style-type: none"> Career growth Training opportunities Competitive salaries and incentives Pleasant and safe working environment 	<ul style="list-style-type: none"> Regular internal communications through staff meetings and electronic communications (emails, phone calls, internal notices, virtual meetings) Training and development programmes Performance appraisal Employee feedback/survey 	<ul style="list-style-type: none"> Ensure effective implementation of human resources policies, internal systems and procedures Regular internal meetings to review safety and healthy work environment Sponsor employees to attend courses and conferences Annual review on performance Continue to maintain regular Covid-19 testing, disinfecting and deep sanitization of office and manufacturing facilities, and implemented stringent safe management measures.

Stakeholder Engagement

STAKEHOLDERS	AREAS OF CONCERN	OUR ENGAGEMENT APPROACH	OUR ACTIONS
EXTERNAL			
Government & Regulators	<ul style="list-style-type: none"> • Governance • Compliance • Occupational health & safety • Environmental issues 	<ul style="list-style-type: none"> • Meetings • Electronic communications • Announcements on SGXNet 	<ul style="list-style-type: none"> • Ensure compliance with applicable laws and regulations • Correspondence with relevant authorities as and when necessary • Consistent update on relevant laws and regulations through seminars and training
Customers / Distributors	<ul style="list-style-type: none"> • Quality control • Reliability, on-time delivery, and services • Technical support • Reasonable payment terms • Competitive pricing 	<ul style="list-style-type: none"> • Regular customer feedback management (survey, face-to-face meetings) • Regular follow-up and support services (calls, face-to-face meetings) • Trade fair (trade show, exhibition) • Electronic communications (emails, phone calls, virtual meetings) 	<ul style="list-style-type: none"> • ISO 9001 and ISO 13485 certification to assure a consistent level of quality in products and services • SMETA audit to assure products are produced ethically • Active follow-up on customers' needs and product applications • Regular internal meetings to review customers' fulfilment and new requirements • Update customers on new products • Provide timely responses to customers • Ensure all relevant requirements and standards are met for all products manufactured and sold
Suppliers / Business Partners	<ul style="list-style-type: none"> • Timely payment and adherence to agreed terms • Long-term working relationship 	<ul style="list-style-type: none"> • Regular interactions and updates with suppliers • Electronic communications (emails, phone calls, virtual meetings) 	<ul style="list-style-type: none"> • Regular review and feedback on the quality and evolving requirements • Ensure compliance with standards, relevant laws and regulations, as well as good corporate practices • Perform periodic evaluation
Shareholders & Investment Community	<ul style="list-style-type: none"> • Financial performance • Profitability • Market presence • Sustainability • Good corporate governance 	<ul style="list-style-type: none"> • Announcements on SGXNet • Shareholders' general meetings • Analysts' meetings (face-to-face meetings, virtual meetings, conference calls) • Electronic communications (emails, virtual meetings) • Annual report • Company website 	<ul style="list-style-type: none"> • Ensure all public disclosures on corporate results and developments are disclosed accurately and timely via official announcements as and when required • Half-yearly meetings with analysts and investment community to update on corporate developments • Ensure sustainable business growth

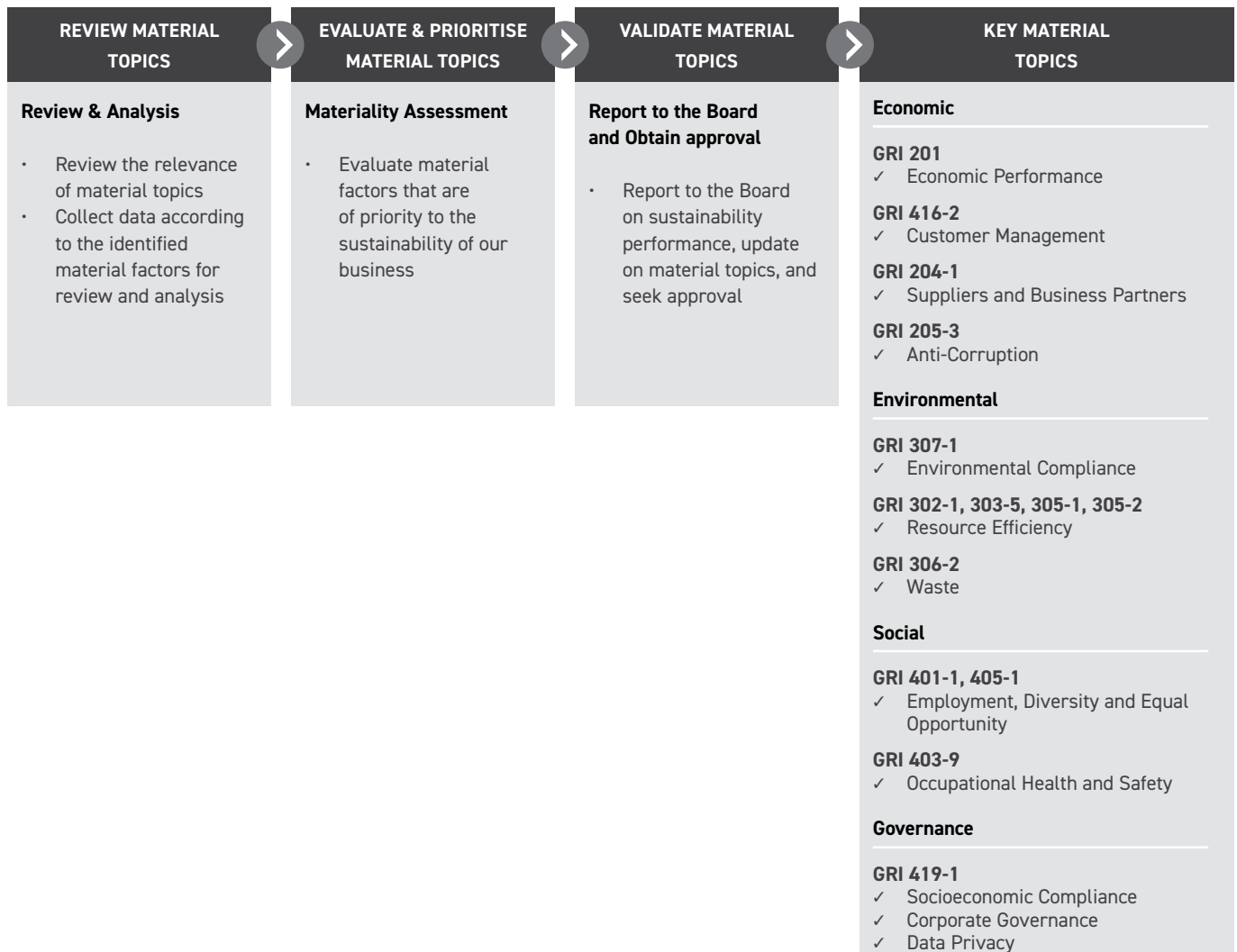
Materiality Assessment

The Group carried out an internal review on the relevance of the material topics for FY2022. We explored the criteria of material analysis based on industry standards, and reviewed peer benchmarking based on companies with similar operations and management awareness. The selection of the material topics and its level of importance were based on discussion with both internal and external stakeholders, as well as the sustainability team leaders and their influence on stakeholders and impact on our business risks and opportunities in FY2022. These material topics were also presented to the Board for review and approval before their inclusion in this sustainability report.

Whilst the Group continues to overcome challenges from the impact of the COVID-19 pandemic, we expanded coverage on the material topics to include resource efficiency, which covers our energy usage, greenhouse gas emissions and water consumption at our upstream manufacturing operations. Correspondingly, data has been collected according to our material topics to facilitate analysis of our performance to set targets for the respective material topics for the financial year ending 30 June 2023 ("FY2023").

The chart below summarises our materiality assessment process and the relevant GRI Standards which we have referenced in this sustainability report. We will continue to improve our interactions with our stakeholder groups related to the material topics identified as countries move towards an endemic phase, as well as the impact of climate-related risks and opportunities on our business.

The following GRI Standards have been referenced in this Report – GRI 201 Economic Performance 2016, GRI 204 Procurement Practices 2016, GRI 205 Anti-Corruption 2016, GRI 307 Environmental Compliance 2016, GRI 401 Employment, GRI 403 Occupational Health and Safety 2018, GRI 405 Diversity and Equal Opportunity 2016, and GRI 419 Socioeconomic Compliance 2016. The specific disclosures for each GRI Standard reported under the various material topic have also been included in the chart below.



Material Topics

MATERIAL TOPIC: ECONOMIC

Economic Performance

GRI 201

The Group braced ourselves to overcome challenges as the COVID-19 pandemic continued its disruptions with new variants and subvariants in the year under review. Whilst we were met with temporary closure of our production facility in early FY2022, shortage in manpower and delays in the construction of our third manufacturing facility that resulted in lower production volume, we had also managed the surge in production capacities in the glove manufacturing industry that intensified competition at the upstream manufacturing. The disequilibrium in global demand and supply led to rapid downward adjustment of average selling price ("**ASP**") of disposable examination gloves to pre-COVID levels, resulted in lower revenue and gross margin, a reversal from how it was a year ago.

Nevertheless, the Group's own brand manufacturing ("**OBM**") business model moderated the impact due to the ASP fluctuations, and we recorded a net profit attributable to shareholders of S\$36.8 million on the back of a revenue of S\$232.6 million in FY2022.

Please refer to the following sections in the annual report for more details on our operations and financial information:

- Business Operations on page 4 to 8
- Financial Highlights on page 10
- Performance Review on page 11 to 13
- Financial Statements on page 72 to 134

We remain committed to bringing our Group to a new level of growth by establishing new growth areas beyond our three manufacturing facilities with a total installed production capacity of 4.6 billion pieces of disposable gloves per annum by end of 2022. While we focus on improving the efficiency level of our production capacities as manpower increases progressively in FY2023, we will also be cultivating demand for our new range of reusable gloves with users in the heavy industries that was launched in October 2021, as well as seeking opportunities beyond non-glove healthcare related businesses to broaden the Group's portfolio and earnings base.

As we emerge from the pandemic with a stronger brand presence and market position in our key markets, as well as a stronger financial position, we will continue to strengthen our OBM foundation through strengthening our proprietary **UNIGLOVES®** brand position and expanding our market presence while we pursue diversification to broaden our portfolio beyond disposable examination gloves to achieve sustainable financial performance for the long term.

Performance in FY2022

- Did not achieve better financial performance due to rapid decline in ASP and an increase in global supply of disposable gloves.
- Total installed production capacity of 4.6 billion pieces of gloves per annum was delayed as the additional production capacity of 1.2 billion pieces of gloves per annum was met with manpower shortage. Nonetheless, the Group has since obtained relevant approval to recruit foreign workers and the new manufacturing facility is expected to commission progressively late 2022.
- OBM business model moderated the impact against ASP fluctuations.
- Recorded no incident of non-compliance with management controls and procedures.

Targets for FY2023

- To maintain financial performance compared to pre-Covid levels through better economies of scale with higher volume of gloves produced and sold, and growing market share.
- To strengthen OBM foundation through strengthening proprietary **UNIGLOVES®** brand position and extending market presence.
- Continue to maintain no incident of non-compliance with management controls and procedures.

Material Topics

Customer Management

GRI 416-2

It is the Group's culture to nurture long term business relationships with our customers and our integrated OBM business allows the Group to manage our supply chain efficiently, ensuring our customers on the quality and reliability of our **UNIGLOVES®** branded products.

We value the trust and brand loyalty of our customers in our **UNIGLOVES®** branded products, and we remain committed to uphold our best practices and standards to address the evolving requirements of our end users across diverse industries and develop suitable hand protection solutions, healthcare related products, and ancillary products for their applications in their professions, keeping them safe.

The direct interaction with our customers through our downstream distribution operations gives the Group a competitive advantage in responding to their needs with the support of our upstream manufacturing operations.

Our upstream manufacturing is certified by the British Standards Institution ("**BSI**") for ISO 9001:2015, ISO 13485:2016 and EN ISO 13485:2016 for the scope of manufacture and supply of natural latex and nitrile latex examination gloves. The Group is registered with the Supplier Ethical Data Exchange, a not-for-profit membership organisation that leads work with buyers and suppliers to deliver improvements in responsible and ethical business practices in global supply chains, and our manufacturing facilities are audited annually under SMETA.

Our proprietary brand of products continues to conform to various international standards and requirements. Please refer to the Business Operations section found on page 4 to 8 for more details on the accreditations of our products.

The Group has recorded no incident of non-compliance with the relevant laws and regulations on customers' health and safety in FY2022.

Suppliers and Business Partners

GRI 204-1

We are committed to maintaining mutually beneficial partnerships with the local suppliers for our upstream manufacturing operations, whenever possible.

We believe that sourcing of raw materials from local suppliers not only supports the local economy and sustainability of the businesses, but also enhances cost efficiency and ensure a consistent supply of raw materials for our manufacturing operations.

Of the total raw materials purchased in FY2022, we continued to purchase 100% of packaging materials and increased our purchase of chemicals from 95% in FY2021 to 99% in FY2022, from local suppliers for our manufacturing operations. In FY2022, our manufacturing operations did not encounter any disruption in the supply of raw materials as we continued to be well supported by our long-term suppliers.

Performance in FY2022

- Achieved target set in FY2022.
- Our products continue to comply with all international safety and quality standards.
- Strong brand presence in key developing markets of Brazil, China, and Nigeria.
- Recorded no incident of non-compliance with relevant laws and regulations on health and safety impacts of products and services.

Targets for FY2023

- Continue to ensure that our products are of high safety and quality standards.
- Continue to cultivate demand for proprietary **UNIGLOVES®** branded products through continuous distribution network expansion and strengthen brand positioning in existing and new markets.
- Continue to maintain no incident of non-compliance with the relevant laws and regulations on health and safety impacts of products and services.

Performance in FY2022

- Achieved target set for FY2022.
- Purchased 100% of packaging materials and 99% of chemicals from local suppliers.
- No disruption on raw materials supply amid the pandemic situation.

Targets for FY2023

- To maintain similar percentage as FY2022.
- To maintain strong business relationships with our suppliers.

Material Topics

Anti-corruption

GRI 205-3

The Group remains committed to conducting our business with integrity and transparency with no compromise on corruption and bribery. We have zero-tolerance for fraudulent and corrupt practices that may disrupt business operations and impede the growth of our business.

In FY2022, we have developed Corruption Prevention Policy and Framework ("CPPF") and provided Anti-Corruption and Anti-Bribery Guidelines to our employees on taking reasonable actions and steps to ensure the Group does not engage in bribery activities.

We have also implemented several policies including the Conduct and Discipline Policy, the Conflict-of-Interest Policy, and the Whistle-Blowing Policy, as pre-emptive measures to prevent, govern, and facilitate the reporting of any illegal and/or unethical practices in the organisation.

The Group recorded no incident of non-compliance with the relevant laws and regulations in FY2022. There was also no non-compliance relating to bribery, extortion, fraud, and money laundering in the year under the review.

Performance in FY2022

- Achieved the target set for FY2022.
- Recorded no incident of non-compliance with the relevant laws and regulations that cover corruption, bribery, extortion, fraud, and money laundering.

Targets for FY2023

- Continue to maintain no incident of non-compliance with the relevant laws and regulations that cover corruption, bribery, extortion, fraud, and money laundering.

MATERIAL TOPIC: ENVIRONMENTAL

Environmental Compliance

GRI 307-1

The Group owns and operates three manufacturing facilities in Seremban, Negeri Sembilan, Malaysia that manufactures both natural latex and nitrile examination gloves. All three manufacturing facilities are strategically located within close proximity, with the third manufacturing facility to be commissioned later this year as manpower will be increased progressively.

While we continue to grow our business, we recognise the role that we play in the management of our operations and their impact on the environment. We are committed to govern and minimise our environmental footprint in an effort to contribute to climate change cause.

The Group has developed and implemented internal policies and practices to enforce and comply with national environmental regulations. These policies are targeted towards environmental protection, reducing carbon emissions, preventing pollution, and minimising waste in our daily operations. We have also complied with the necessary local regulations and obtained relevant licences and permits for the operation of our manufacturing facilities.

As part of our environmental conservation effort, we have also implemented energy savings and recycling programmes to minimise waste in our daily operations. The disposal of wastes, rejected finished goods, defective raw materials, and machinery and equipment, were conducted in accordance with the local laws and regulations. We have engaged third-party service providers to manage all proper disposal of our waste materials.

In FY2022, the Group continues to record no incidence of non-compliance with the relevant environmental laws and regulations in Malaysia where our manufacturing operations are located.

We are committed to ensure that all our manufacturing entities continue to comply with all the relevant rules and regulations relating to environmental protection.

Performance in FY2022

- Achieved no incident of non-compliance with the relevant laws and regulations relating to environmental protection, which could result in internal disciplinary action, penalty or public allegation.
- Developed and implemented internal policies and practices to enforce and comply with the national environmental regulations.

Targets for FY2023

- To monitor the effectiveness of the internal policies and practices on environmental protection.
- Maintain no incident of non-compliance with the relevant laws and regulations on environmental protection.

Material Topics

Resource Efficiency

GRI 302-1, GRI 303-5, GRI 305-1, 305-2

We have started to monitor and measure our environmental footprint from our energy and water consumption in FY2022. As we are planning to commission our third manufacturing facility with an additional production capacity of 1.2 billion pieces of gloves per annum in late 2022 with progressive increase in manpower, we aim to improve the quality and consistency of our data to deliver savings through resource efficiency over time.

The energy our upstream manufacturing facilities consumed comprises electricity and natural gas. Natural gas usage is purely for production lines to support functions such as drying processes, heating chemicals and water for gloves manufacturing purpose, while electricity is used for lighting, cooling, and operation of equipment. Water consumed is primarily for production lines in the manufacturing facilities.

Our total energy consumed for the Group's manufacturing facilities in FY2022 was 1,203,924 gigajoules ("GJ") comprising 78,082 GJ or an average 8.11 kWh per 1,000 pieces of gloves produced on electricity usage, and approximately 1,125,842 GJ or an average of 116.94 kWh per 1,000 pieces of gloves produced on natural gas usage. The energy consumed was for the two existing manufacturing facilities. The Group's overall greenhouse gas ("GHG") emissions were 78,007 tonnes CO₂e ("tCO₂e").

The total volume of water consumed in FY2022 for the Group's upstream manufacturing facilities was 1,804.767 megaliters. All the water consumed was provided by the local municipal water supply.

As this is our first year of data collection and reporting, we shall continue to monitor our performance so as to be able to set targets once we have a better understanding of our baseline.

Performance in FY2022

- Recorded an energy consumption of 78,082 GJ of electricity and 1,125,842 GJ of natural gas in FY2022.
- Overall GHG emissions were 78,007 tCO₂e in FY2022.
- Total volume of water consumed was 1,804.767 megaliters.

Targets for FY2023

- To monitor our overall performance when our third manufacturing facility is commissioned progressively in late 2022.

Energy consumed from non-renewable sources in FY2022

GRI 302-1

Energy Source	Consumption
Fuel (natural gas)	1,125,842 GJ
Electricity	78,082 GJ
Total	1,203,924 GJ

Direct (Scope 1) and Energy Indirect (Scope 2) GHG Emissions

GRI 305-1, GRI 305-2

Scope 1	63,745 tCO ₂ e
Scope 2	14,532 tCO ₂ e
Total	78,007 tCO₂e

Note: Grid emission factor for Malaysia is sourced from Institute for Global Environmental Strategies (2022). List of Grid Emission Factors, version 10.12. Conversion factors are sourced from DEFRA (2021)

Material Topics

Waste

GRI 306-2

We have also started to monitor and measure our waste materials from our manufacturing facilities where most of the waste materials that we manage arise from the manufacturing of natural latex and nitrile examination disposable gloves.

The Group is committed to the preservation and protection of the environment and has met all applicable environmental requirements and standards. We have industrial effluent treatment plants within our manufacturing facilities to treat effluent before discharging the wastewater into the environment. Our treatment plants are in compliant with the Department of Environment in Malaysia.

In FY2022, our manufacturing facilities discharged 1,522,842m³ or average 0.57m³ per 1,000 gloves of wastewater, and disposed 1,165 metric tons or average 0.44 kilograms per 1,000 gloves of scheduled waste, which includes latex lump, rubber sludge, laboratory waste, used oil, rags and ink, and empty containers. The scheduled waste will be sent to prescribed premises for recovery and disposal by approved licensed collector.

As this is our first year of data collection and reporting, we shall continue to monitor our performance when we commissioned our third manufacturing facility in late 2022 and subsequently, to be able to set targets once we have a better understanding of our baseline.

MATERIAL TOPIC: SOCIAL

Employment, Diversity and Equal Opportunity

GRI 401-1, GRI 405-1

At UG Healthcare, we are committed to fair employment practices and maintaining a working environment where our employees are respected and empowered to perform at their best. We believe the continual growth of our business and maintaining success over the long term is integrated with the health, career growth, and well-being of our employees.

We value our employees as fellow colleagues with an aligned vision of doing well together in our roles and responsibilities. At UG Healthcare, we prohibit any form of forced labour, human trafficking, and modern slavery in our Group. The Group does not discriminate our employees or new hires based on race, age, gender, religion, marital status, ethnicity, physical impairments, sexual preference, political viewpoints, or nationality. Recruitment, remuneration, promotion, and benefits are required to be handled based on objective assessment of merit, equal opportunity, and non-discrimination.

Whilst the Group has in place our staff handbook and human resources manual that adhere to the legislation and guidelines in the country of operations, we also conduct engagement sessions twice weekly, particularly for our foreign employees, through our HR Helpdesk programme to assist them when any issues arise. Discretionary incentives are granted to eligible employees based on their performance and contributions to the Group. Annual reviews with clear career progression path are also carried out with our employees, where trainings will be arranged to pave way for the progression to assume the required responsibilities. Remuneration policies and packages are reviewed regularly to ensure that compensation and benefits are in line with the industry. This helps the Group in recruitment and retention of talent.

Performance in FY2022

- Recorded 1,522,842m³ of wastewater and disposed 1,165 metric tons of scheduled waste in FY2022.

Targets for FY2023

- To monitor on our overall performance when the third manufacturing facility is commissioned progressively in late 2022.

Performance in FY2022

- Did not achieve the target on increasing the number of employees due to restrictions on recruitment and travelling amid the COVID-19 pandemic.
- Recorded no incident of non-compliance with the relevant laws and regulations related to fair employment practices which is in line with the target set for FY2022.
- Maintained approximately 97% of our workforce to be below 50 years old of age.
- Achieved improvement in diversity in gender at approximately 83.8% of our workforce are male due to the nature of work.
- Completed 4-pillar SMETA audit with additional two pillars on Business Ethics and Environment, an expanded scope from 2-pillar SMETA audit on Labour Standards and Health & Safety.

Material Topics

We placed emphasis on communicating and educating our foreign employees regularly to help them settle down, and encouraged appointment of employee representatives via nomination and election process to ensure welfare of all nationalities are taken care of. Various communication channels are also put in place for our employees to raise their issues and grievances to the management. These include suggestion boxes that are located at various points in the premises, online submission through the Employee Self Service ("ESS") system or direct contact with any human resources personnel either in person or via phone calls.

In FY2022, the Group has acquired a piece of leasehold land in close vicinity to our manufacturing facilities to construct a centralised workers' accommodation with communal recreational amenities. We look forward to improving the living conditions and work-life balance of our foreign employees, who are currently staying in various rented hostels.

In FY2022, approximately 99.1% of our employees are full-time employees, which was slightly lower than 99.6% in FY2021 due to an increase in temporary employees. All our employees are paid fair wages and are given the option to decide if they wish to work overtime in accordance with the local employment law in Malaysia.

The Group continues to face tight manpower supply even though we did not terminate any employee amid the COVID-19 pandemic. The reopening of borders of Malaysia, while allowing companies to recruit foreign workers, also allows foreign workers to return to their hometowns after more than two years of limited travelling. As we continue to pave way for our growth, we stepped up efforts to attract local community to join us. While our headcount decreased by 3.8% from 1,118 employees in FY2021 to 1,076 employees in FY2022, we have maintained our hiring rate at 33.2% in FY2022 as compared with 33.4% in FY2021. Our local headcount has also increased by 19.3% to constitute 34% of our total workforce in FY2022, up from 27% in FY2021.

Due to the nature of the job, the diversity by gender industry-wide is male dominated. Nevertheless, we made progress in FY2022 as approximately 83.8% of our employees comprises of males, a decline from 86.5% in FY2021 and 16.2% are females, compared to 13.5% in FY2021. We continue to maintain a relatively young workforce as approximately 96.6% of our total employees are below the age group of 50 years old. No employees were laid off during the period under review.

We have also conducted annual SMETA audits for our upstream manufacturing operations. In FY2022, we completed the 4-pillar SMETA audit which covers two additional pillars – Business Ethics and Environment, against the 2-pillar SMETA audit which covers Labour Standards and Health & Safety completed in FY2021.

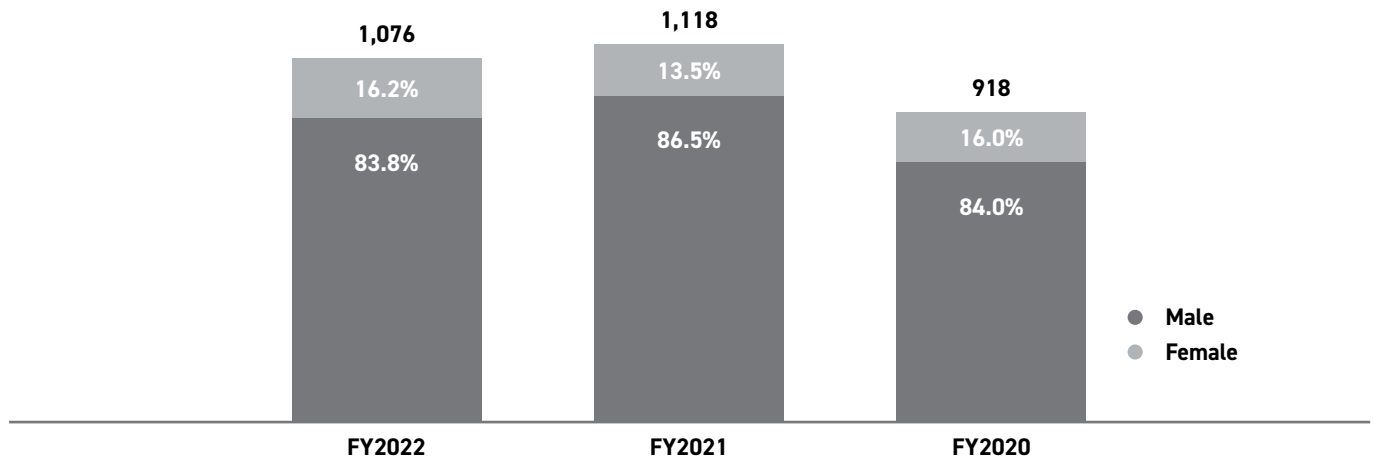
Targets for FY2023

- Continue to maintain no incident of non-compliance with the relevant laws and regulations in fair employment practices.
- Continue to monitor and review the recruitment procedure and systems to ensure fair and non-discrimination in hiring.
- To conduct annual SMETA audits against 4-pillars.
- Continue to improve the diversity of our workforce in terms of gender diversity.
- To commence construction of the centralised workers accommodation.

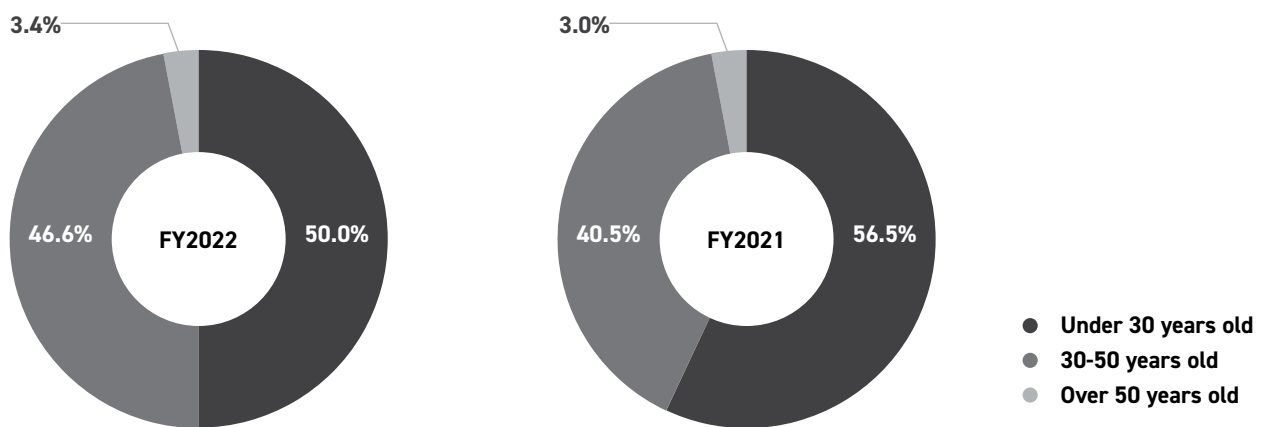
Material Topics

The demographics of our employees for our manufacturing operations are as follows:

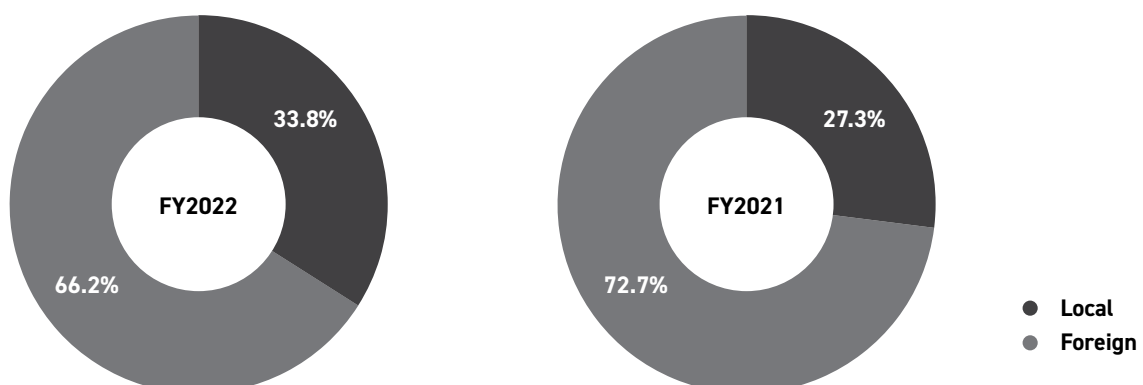
TOTAL NUMBER OF EMPLOYEES BY GENDER



TOTAL NUMBER OF EMPLOYEES BY AGE GROUP

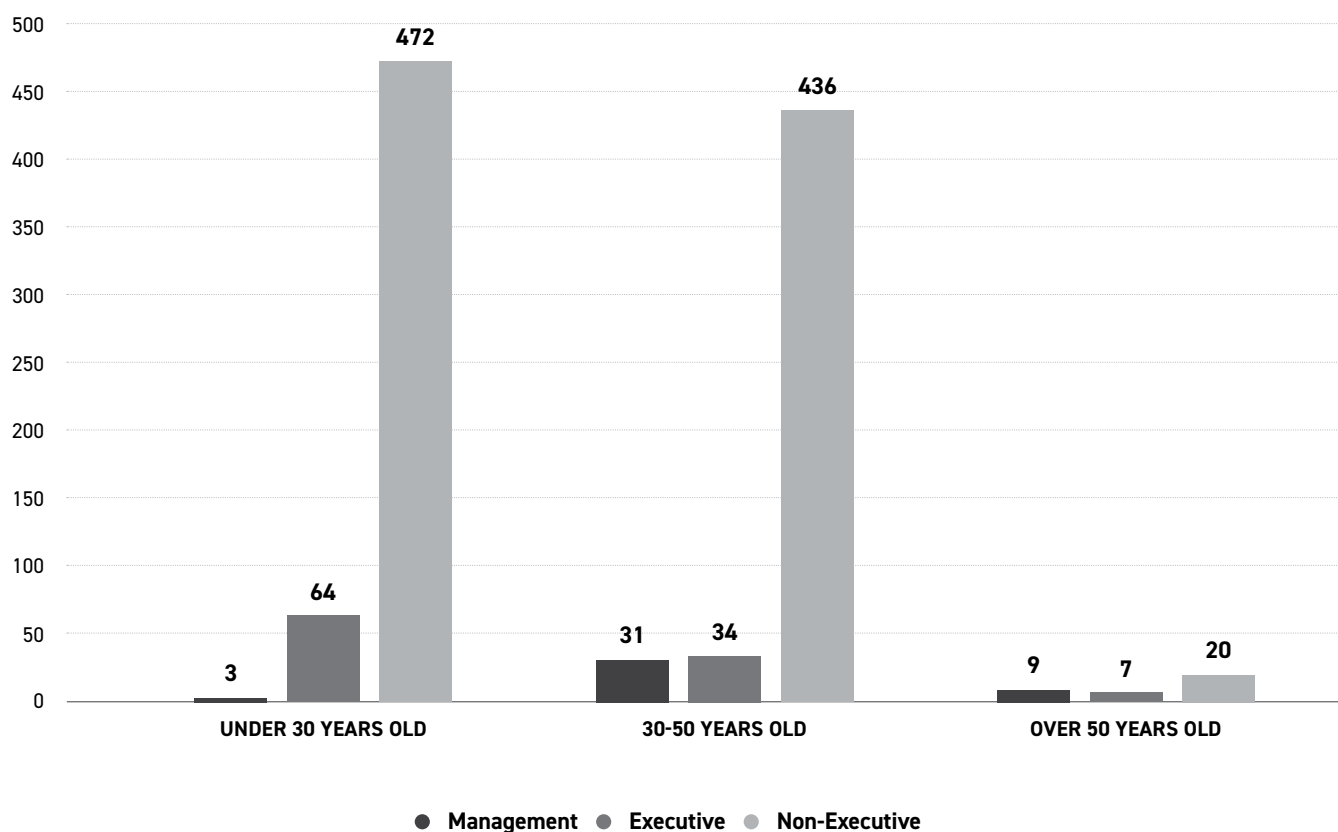


DIVERSITY BY GEOGRAPHIC



Material Topics

DIVERSITY BY EMPLOYEE CATEGORY AND AGE GROUP IN FY2022



DIVERSITY BY AGE GROUP AND GENDER ON HIRING RATE

	FY2022		FY2021	
	NUMBER	RATE ¹	NUMBER	RATE ¹
By Age Group (years old)				
Below 30	237	22.0%	266	23.8%
30 – 50	116	10.8%	103	9.2%
Above 50	4	0.4%	4	0.4%
By Gender				
Male	253	23.5%	312	27.9%
Female	104	9.7%	61	5.5%
Total	357	33.2%	373	33.4%

100% of our Board members comprise of males.

Note:

¹ Based on total number of 1,076 employees as at 30 June 2022 and 1,118 employees as at 30 June 2021.

Material Topics

Occupational Health and Safety

GRI 403-9

Our workforce is of utmost priority to our Group and we are committed to providing a healthy and safe working environment for our people. We enforce a strong culture on health and safety within the organisation that requires all members of our workforce to be leaders in creating a safe work environment. We believe self-responsibility through regular reminders and education will minimise work-related injuries and accidents, and at the same time, improve cohesiveness among members of the organisation.

We continue to seek to identify and manage occupational risks exposure, minimise occurrences of occupational illness and promote lifestyles. A Health & Safety Committee comprising employee representatives of various sections of the workplace is in place to meet every quarter to review and discuss on the relevance and currency of the courses, policies and procedures. The responsibilities of the Committee and its members include: (i) assist in the development of safety and health rules and safe system of work, (ii) review the effectiveness of safety and health programmes, (iii) carry out studies on the trends of accident, near-miss accident, dangerous occurrence, occupational hazards, and report the same to the Group's management together with recommendation for corrective actions, and (iv) review the safety and health policies at the work place and make recommendations to the Group's management for any revision of such policies.

All employees will have to undergo courses to equip themselves with the necessary knowledge and skills required for their roles and responsibilities. New and existing employees are also required to attend trainings under our Occupational Health & Safety programme which includes health and safety policies, basic first aid training, emergency response training, safe work procedures and work instructions.

In FY2022, our manufacturing operations were temporarily halted due to the Enhanced Movement Control Order ("EMCO") from 9 to 21 July 2021 but resumed operations with 100% manpower upon all our employees fully vaccinated (with two doses of vaccines) amid the heightened Covid-19 infections in Malaysia. Nevertheless, we continue to operate our business in accordance with the directives of the respective governments and authorities where regular COVID-19 PCR testing are also carried out for our employees to ensure that asymptomatic individuals are identified and allowed to self-isolate to prevent the virus from spreading in the workplace. We continue to practise flexible working arrangement for some office-based employees to work remotely from home, while majority of our employees who work on site will have to comply to all the safety and preventive measures in the workplace.

The health, safety and well-being of our employees, and maintaining their livelihoods remain our highest priority. We continue to record zero incidents resulting in fatality and permanent disabilities for FY2022.

Performance in FY2022

- Recorded zero incidents of resulting in fatality and permanent disability.
- Recorded no incident of non-compliance with the relevant laws and regulations relating to occupational health and safety.
- Achieved targets set for FY2022.

Targets for FY2023

- Continue to carry out refresher training regularly for our employees to ensure they are aware of the various policies and standard procedures, and continuous emphasis on the importance of complying with the safety standards and rules in the workplace to ensure work-related injuries are kept to the minimal.
- Maintain zero incidents resulting in fatality and permanent disability.
- Maintain no incident of non-compliance with the relevant laws and regulations relating to occupational health and safety, providing a safe working environment and protecting our employees from occupational hazards.

Material Topics

MATERIAL TOPIC: GOVERNANCE

Socioeconomic Compliance

GRI 419-1

The Group remains committed to operating our business in compliance with the relevant social and economic regulations and standards through internal checks and balances, and regular reporting and updates to the relevant authorities and agencies. We believe that compliance with legislative requirements is a minimum standard that should be achieved whilst striving to perform beyond these requirements.

Our global footprint in countries outside of our manufacturing operations in Malaysia and corporate office in Singapore, has heightened our proactivity in identifying and addressing a broader range of social issues, risks and impact on our business. We are committed to conducting our business with integrity and safeguarding the interest of all stakeholders.

Corporate Governance

The Board and the management of UG Healthcare are committed to observing high standards of corporate governance and transparency in ensuring the sustainability of the Group's operations and safeguarding the interests of all our stakeholders.

We continue to uphold best practices in corporate transparency and disclosures, and we have in place a set of procedures and policies governing our compliance with applicable legislation and adherence to our risk management guidelines. The goal towards corporate excellence constantly motivates us to improving ourselves with a more transparent, accountable, and equitable system.

Please refer to the Corporate Governance Report found on pages 35 to 63 of the annual report.

Data Privacy

The Group is committed to complying with the Personal Data Protection Act and all relevant legislation. We have systems and procedures in place to protect information related to our employees and customers.

We will continue to stay vigilant and observe compliance with all applicable laws and regulations to maintain our record of zero incidents of non-compliance.

Performance in FY2022

- Recorded no incident of non-compliance with the relevant laws and regulations relating to social and economic that could potentially result in internal disciplinary action or public allegation.
- Complied with the principles and guidelines set out in the Code of Governance 2018, where appropriate.
- Recorded no incident of non-compliance with management controls and procedures.
- Recorded no incident of non-compliance on data privacy.
- Achieved targets set for FY2022.

Targets for FY2023

- Maintain no incident of non-compliance with the relevant laws and regulations in the social and economic aspect.
- Maintain no incident of non-compliance with management controls and procedures.
- Continue to monitor and update the adequacy of the management controls and procedures as the Group reviews the impacts of climate-related issues on its operations and expansion plans.
- Maintain our track record of zero incidents of non-compliance on data privacy.

GRI Standards

Reference Index

GRI STANDARDS	DISCLOSURE		REFERENCE / DESCRIPTION
GENERAL DISCLOSURE			
GRI 102: General Disclosures	102-1	Name of organisation	UG Healthcare Corporation Limited
	102-2	Activities, brands, products and services	Sustainability Report 2022 ("SR"): Company Profile, page 1 Business Operations, page 2 to 6
	102-3	Location of headquarters	Singapore
	102-4	Location of operations	Singapore – Corporate Office Malaysia – Upstream Manufacturing Europe, the UK, the USA, China, Africa, South America – Downstream Distribution Business Operations, page 4 to 8
	102-5	Ownership and legal form	Annual Report 2022 ("AR") AR – Statistics of Shareholdings, page 135 to 136
	102-6	Markets served	SR – Business Operations, page 2 to 6
	102-7	Scale of the organisation	AR – Performance Review, page 11 to 13 SR – Economic Performance, page 13
	102-8	Information on employees and other workers	SR – Social, page 17 to 21
	102-9	Supply chain	SR – Company Profile, page 1
	102-10	Significant changes to the organisation and its supply chain	AR – Letter to Shareholders, page 2 to 3 SR – Economic Performance, page 13
	102-14	Statement from senior decision maker	AR – Letter to Shareholders, page 2 to 3 SR – Board Statement, page 7 to 8
	102-16	Values, principles, standards and norms of behaviour	AR – Corporate Governance Report, page 35 to 63
	102-18	Governance structure	AR – Corporate Governance Report, page 35 to 63 SR – Sustainability Governance, page 9
	102-40	List of stakeholder groups	SR – Stakeholder Engagement, page 10 to 11
	102-42	Identifying and selecting stakeholders	SR – Stakeholder Engagement, page 10 to 11
	102-43	Approach to stakeholder engagement	SR – Stakeholder Engagement, page 10 to 11
	102-44	Key topics and expectations raised	SR – Materiality Assessment, page 12
	102-45	Entities included in the consolidated financial statements	AR – Financial Statements and Notes to Financial Statements, page 72 to 134
	102-46	Defining report content and topic boundaries	SR – Board Statement, page 7 to 8
	102-47	List of material topics	SR – Materiality Assessment, page 12
	102-48	Restatement of information	None
	102-49	Changes in reporting	None
	102-50	Reporting period	SR – Board Statement, page 7 to 8
	102-51	Date of most recent previous report	14 October 2021
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions about the report	SR – Board Statement, page 7 to 8

GRI Standards

Reference Index

GRI STANDARDS	DISCLOSURE		REFERENCE / DESCRIPTION
GENERAL DISCLOSURE			
	102-54	Claims if reporting in accordance with the GRI Standards	SR- Board Statement, page 7 to 8
	102-55	GRI content index	SR – GRI Standards Reference Index, page 23 to 24
	102-56	External Assurance	We may seek external assurance in the future.
MATERIAL TOPICS			
GRI 201: Economic Performance	201	Direct economic value generated and distributed	SR – Economic Performance, page 13
GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	SR – Suppliers and Business Partners, page 14
GRI 205: Anti-corruption 2016	205-3	Communication and training about anti-corruption policies and procedures	SR – Anti-corruption, page 15
GRI 302: Energy 2016	302-1	Energy Consumption	SR – Resource Efficiency, page 16
GRI 303: Water and Effluents 2018	303-5	Water Consumption	SR – Resource Efficiency, page 16
GRI 305: Emissions 2016	305-1 305-2	Direct (Scope 1) and (Scope 2) GHG Emissions	SR – Resource Efficiency, page 16
GRI 306: Waste 2020	306-3	Waste generated	SR – Waste, page 17
GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	SR – Environmental Compliance, page 15
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SR – Employment, Diversity and Equal Opportunity, page 17 to 20
GRI 403: Occupational health and safety 2018	403-9	Work related injuries	SR – Occupational Health and Safety, page 21
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	SR – Employment, Diversity and Equal Opportunity, page 17 to 20
GRI 416: Customer Health and Safety 2016	416-2	Non-compliance concerning the health and safety impacts of products and services	SR – Customer Management, page 14
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	SR – Socioeconomic Compliance, page 22



ESTABLISHING NEW GROWTH EXTENDING OUR PRESENCE

SUSTAINABILITY REPORT 2022



UG HEALTHCARE CORPORATION LIMITED

(Unique Entity No. : 201424579Z)

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