



DRIVING  
SUSTAINABLE  
GROWTH



VENTURE CORPORATION LIMITED  
SUSTAINABILITY REPORT 2017

# About this Report

This Report provides Venture's stakeholders with a holistic understanding on how the Group continues to create value through managing the key sustainability issues that are of importance to its business and stakeholders.

The scope and boundaries of the Sustainability Report (the "Report") are determined with Venture's stakeholders in mind. The Report sets out environmental, social and governance ("ESG") information of Venture's major sites in Singapore and Malaysia that collectively contributes approximately three quarters of the Group's FY 2017 revenue.

The Report covers the financial year ended 31 December 2017. Venture will continue to publish the sustainability report annually.

The determination of the Group's material ESG factors was conducted in the context of its business strategy through a structured process involving the Sustainability Steering Committee under the guidance of an independent external consultant. Read more about the Group's sustainability governance structure and the materiality assessment process on pages 9 & 10.

The Report and additional corporate information are available on the Group's website at [www.venture.com.sg](http://www.venture.com.sg). Venture places high value on communication and feedback through active stakeholder engagement. Your feedback is welcomed at [sustainability@venture.com.sg](mailto:sustainability@venture.com.sg).



Venture Mfg is most  
admired Sesdaq  
company: survey

VENTURE Manufactur  
has been chosen  
admire





## Contents

	Venture's Value Creation since its inception .....	2
	» Mission	
	» Sustainability Snapshot 2017	
	Letter from the Board .....	4
	Venture's Sustainability Approach .....	5
	Sustainability Governance Structure .....	9
	Materiality Assessment .....	10
	Material Factors	
	» Environmental Compliance .....	11
	» Talent Attraction, Retention & Development .....	12
	» Occupational Health & Safety .....	14
	» Protection of Confidential Information .....	15
	» Compliance with Other Laws & Regulations .....	16
	Sustainability at the Core .....	17
	GRI Content Index .....	18



## Venture's Value Creation since its inception

### MISSION

To be a leading provider of technology solutions, products and services

Venture recognises that a comprehensive business sustainability plan is key to help the Group be more resilient and tap into new opportunities in a fast-changing and technology driven world.

Venture's Board and Management believe that sustainability considerations support its overall vision of creating value to its stakeholders, and have considered sustainability issues as part of its strategic formulation and deliberation since its establishment.

Building a sustainable business has always been a part of Venture's DNA and the Group's sustainability goals are multi-faceted. Besides having a strong focus on economic performance and technological leadership, Venture is committed to managing the performance of key environmental, social and governance factors with an emphasis on positive outcomes. Sustainable practices are embedded across the Group's business.

### SUSTAINABILITY SNAPSHOT 2017

The Report sets out the identified material ESG factors and details how the respective ESG factors are managed and monitored. Information regarding Economic Performance is covered in Venture's FY 2017 Annual Report.



Note:

(1) Please see "Economic Performance" in GRI Content Index for corresponding GRI Disclosures.

(2) Please see "Environmental Compliance" in GRI Content Index for corresponding GRI Disclosures.

### Talent Attraction, Retention & Development<sup>(3)</sup>

Venture continuously reviews and identifies the talent and skillset requirements of the Group, creating and nurturing a critical pool of knowledge that will drive and sustain its leading edge.

### FOSTER CREATIVITY & INNOVATION

HIRE TALENTS WITH SUPERIOR COMPETENCY, KNOWLEDGE AND SKILL



VCME & VCMEx training programmes

### Protection of Confidential Information<sup>(5)</sup>

Venture makes collective efforts across the Group to protect and safeguard confidential information in order to build and maintain trusted and long-term relationships with its stakeholders.

COLLECTIVE EFFORTS ACROSS THE GROUP TO PROTECT AND SAFEGUARD CONFIDENTIAL INFORMATION



ZERO CASES OF NON-COMPLIANCE AND FINES



### Occupational Health & Safety<sup>(4)</sup>

Venture believes that a healthy and safe work environment can have a positive impact on job performance and employee satisfaction, factors that have a direct correlation towards the achievement of organisational goals and objectives.

### ROBUST CORPORATE GOVERNANCE FRAMEWORK



### Compliance with Other Laws & Regulations<sup>(6)</sup>

Venture believes that its drive towards strong corporate governance and ethical corporate conduct will translate to sound business decisions, underpinning its operational and financial performance and delivering value to all stakeholders.

#### Note:

- (3) Please see "Training and Education" in GRI Content Index for corresponding GRI Disclosures.
- (4) Please see "Occupational Health & Safety" in GRI Content Index for corresponding GRI Disclosures.
- (5) Protection of Confidential Information is a non-GRI material topic.
- (6) Please see "Socio-economic Compliance" in GRI Content Index for corresponding GRI Disclosures.

## Letter from the Board

AS VENTURE CONTINUES TO BUILD ON ITS CURRENT SUCCESS, THE GROUP REMAINS APPRECIATIVE OF HOW AN INCREASINGLY INTERCONNECTED ECONOMIC-SOCIAL-ENVIRONMENTAL LANDSCAPE CAN IMPACT THE NATURAL ENVIRONMENT AND FABRIC OF THE SOCIETY. AT VENTURE, IT IS THE GROUP'S BELIEF THAT BUSINESS SUCCESS MUST BE ACCOMPANIED BY UNCOMPROMISING PRINCIPLES OF INTEGRITY.

### Sustainability is firmly embedded in Venture's Value Creation DNA.

Since its founding, it is Venture's strong belief that value creation must lie at the heart of all the Group does. Guided by its mission and core values, Venture has seen its relentless pursuit of excellence come to fruition in many ways.

Venture was listed in 1992 on SESDAQ, a secondary Board of the Singapore Exchange. It was promoted to SGX Mainboard in April 1997. Besides having a strong focus on economic performance and technological leadership, Venture takes pride in having contributed to the economy and the society through the creation of more than 12,000 quality jobs worldwide, covering research, products and solutions development, advanced manufacturing, deep supply chain management and order fulfilment, product distribution and reverse logistics.

As Venture continues to build on its current success, the Group remains appreciative of how an increasingly interconnected economic-social-environmental landscape can impact our natural environment and fabric of society. At Venture, it is the Group's belief that business success must be accompanied by uncompromising principles of integrity.

Venture Board and Management have considered sustainability issues as part of its strategic formulation and deliberation since its establishment.

Recognising the importance of communicating its sustainability endeavours, the Group has set up a sustainability governance structure comprising the Venture Board of Directors, the Sustainability Steering Committee ("SSC") and the Sustainability Task Force ("STF"). Members across key functions and operations within the Group are represented at the committee and task force level.

In this inaugural sustainability report (the "Report"), the Board and Management of the Group will discuss Venture's value creation strategy demonstrated through sustainable practices embedded across the Group. The Report also sets out the economic, environmental, social and governance ("EESG") aspects of its business with discussion of key EESG factors of priority to Venture and its stakeholders

While the Report (prepared with reference to the Global Reporting Initiative ("GRI") Standards (2016) and in alignment to SGX-ST's Listing Rules-Sustainability Reporting Guide) is a key document on sustainability, shareholders are encouraged to read it together with the Annual Report, for a complete appreciation of the Group's sustainability philosophy and approach.

**Board of Directors**  
Venture Corporation Limited



## Venture's Sustainability Approach

The Group believes that value-creation for all stakeholders must lie at the heart of all it does and that value is created when the positive impacts the Group generates for its stakeholders outweigh the resources consumed.

The Group takes a strategic approach to sustainability by aligning its sustainability focus areas with its core values. By integrating deeply into the way the Group conducts its business, its values and beliefs, Venture believes it is able to better serve the interests of its partners and business associates, as well as the wider interests of society and all stakeholders.

The Group is galvanised around its core values. These timeless principles are more than just inspiring words. They are behavioural blueprints that have shaped and guided every Venture employee in their thoughts, words and actions.



### Relentless Pursuit of Excellence

Unceasing quest and passion for superior outcome and greatness in every situation.



### Rendering the Highest Level of Total Customer Satisfaction

Delivering total customer satisfaction anchored on win-win partnership, mutual trust and respect.



### Encouraging Employees to Realise Their Full Potential

Inspiring self and others to constantly seek out opportunities for continual learning, step out of our comfort zones and scale up to new heights of competency.



### Building Strong Cohesion and Teamwork

Our teamwork is founded on humility, trust, collaboration and the mission of Venture.



### Fostering Creativity and Innovation

Generating transformational business value through creativity and innovation.

## Venture's Sustainability Approach



The Group is cognisant that its operations and sustainability efforts have direct and indirect impacts on many groups of stakeholders, such as business partners and associates, employees, shareholders and investors, regulators, media and the communities. While Venture has considered all its stakeholders in the preparation of this Report, this Report is focusing on how it has created shared value for three key stakeholder groups, namely business partners, employees and shareholders. These three stakeholder groups have the most significant impact on Venture's success and are in turn, the most significantly impacted by Venture's value creation journey.

 <p>Venture seeks to create compelling differentiation through continuous innovation, relentless pursuit of excellence and development of strategic partnerships.</p> <p>Venture develops a diversified portfolio of technology-based services and engineering capabilities to further extend its value creation and value capture for the Group and for its partners.</p> <p>The Group continuously explores new ideas and partnerships to innovate and improve its key capabilities and core competencies as well as to drive operational excellence across the entire Group.</p> <p>Venture also strives to extend its pursuit of excellence along the value chain through responsible sourcing practices and export policies.</p>	 <p>Venture values human capital. The Group attracts and retains high calibre talent and empowers its employees to reach their full potential through providing them with continuous coaching and a safe and collaborative work environment.</p> <p>The Group's employees are its greatest assets, therefore their competencies and well-being are fundamental to the Group's business operations and growth.</p> <p>Venture strives to build a dynamic and competent workforce with strong technical, professional and leadership qualities. The Group provides various development opportunities to equip its employees with the right skills and experiences.</p> <p>Venture rewards its employees with fair and competitive remuneration. At the same time, Venture provides its employees with an open culture that emphasises teamwork.</p>	 <p>Venture is committed to delivering strong returns to its shareholders, growing from strength to strength through building resilience and adaptability in a dynamic business environment.</p> <p>Venture strives to build a resilient, sustainable and adaptable enterprise that will constantly stay ahead of the curve of technological advancement.</p> <p>Venture was first listed on the SGX Sesdaq in 1992 and was subsequently promoted to the SGX Mainboard in 1997. Today, Venture is amongst the top 30 largest companies listed on the SGX with a market capitalisation exceeding S\$7.0 billion (as at end March 2018).</p>
--	--	---

## Venture's Sustainability Approach

Venture believes in capturing results beyond numbers and delivering exceptional performance and value. The quest to deliver value extends from innovation to customer satisfaction to building an organisation of operational and financial excellence. It is an everyday pursuit - to raise the bar of operational excellence, innovation and customer satisfaction – sealing the partnership with a defining difference and uncompromising value-add. Over the past three decades, the Group has grown in strength, built upon its capabilities, augmented its technology domains, expanded its diversified customer base and demonstrated resilience. Venture will continue this journey towards excellence by working with its stakeholders to create value, as well as effectively manage sustainability risks and opportunities.

The Group is proud that its dedication and commitment to excellence has been recognised. Venture has received numerous awards from its customers and other organisations. The Group has consistently been ranked “Best in Class” in technology, quality, responsiveness, delivery, cost and environment (“TQRDCE”). The following tables capture the awards and/or recognitions the Group received in 2017:

### CUSTOMERS' RECOGNITIONS



Achieving the Milestone  
of 10 Million Devices  
Manufactured



Outstanding Service  
& Contribution



Outstanding Supplier for  
Exceptional Contribution



Outstanding  
Performance



Dedication to Excellence:  
Support Continuous Improvements  
in Cost Reduction Efforts



Exceeding Expectations  
in Raw Materials  
Management

### CORPORATE AWARDS AND RECOGNITIONS



Investor Relations -  
Best in Sector  
Information Technology  
(IR Magazine)



Fastest Growing Company  
Manufacturing  
(The Edge)



Best Performing Stock  
(The Edge)



Most Transparent Company  
Information Technology  
(SIAS)



Venture Chairman and CEO  
Mr Wong Ngit Liang conferred the  
National University of Singapore  
Eminent Alumni Award

## Venture's Sustainability Approach

### Stakeholder Engagement

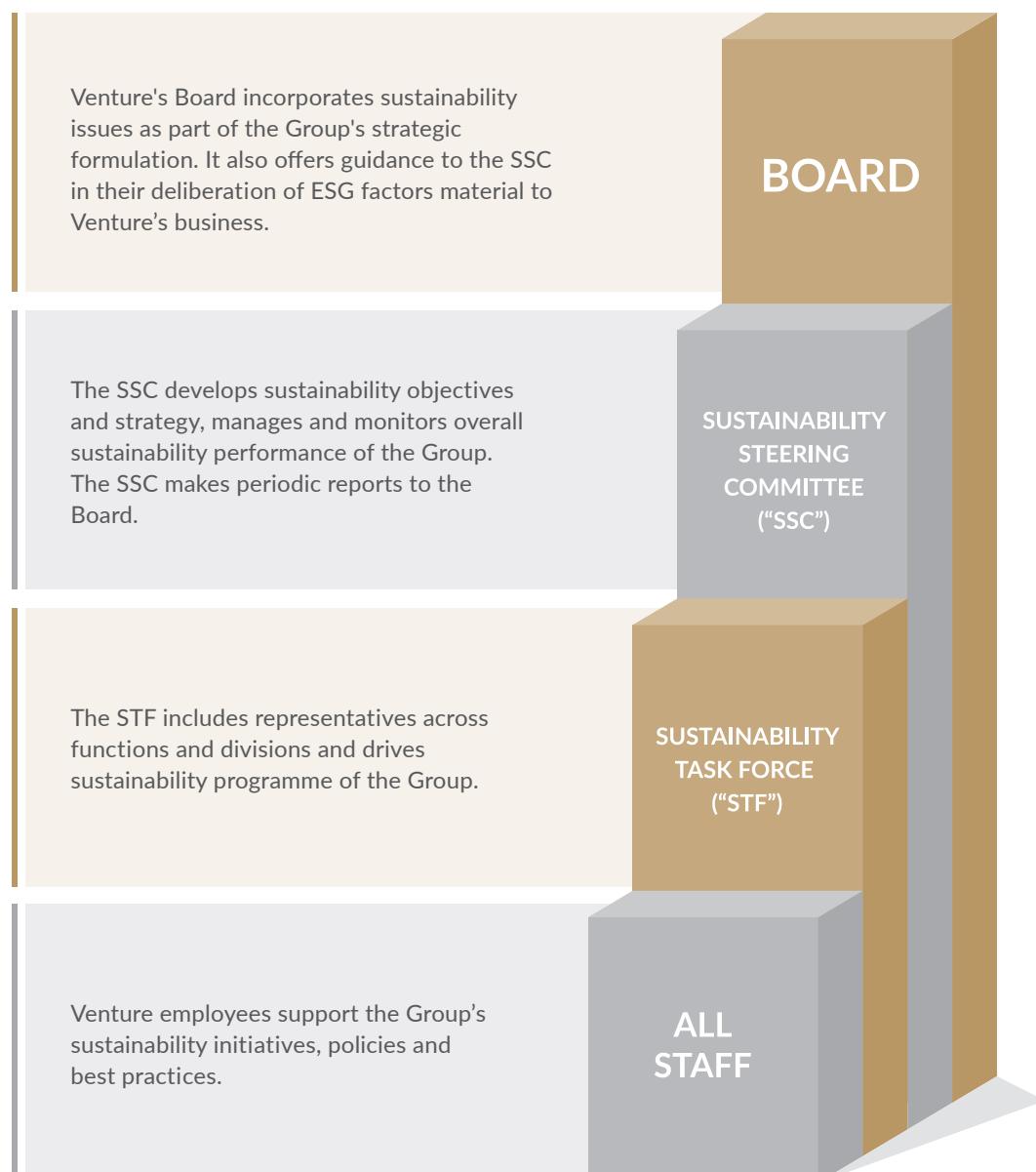
Venture proactively engages both its internal and external stakeholders through various channels to identify and understand issues pertinent to them. Venture believes that effective engagement with its key stakeholders is crucial in aligning its business decisions with stakeholders' needs and concerns. The table below captures Venture's key engagement methods and frequency of engagement with these groups of stakeholders namely Business Partners, Employees and Shareholders.

KEY STAKEHOLDERS	ENGAGEMENT METHODS	FREQUENCY
Business Partners 	Regular meetings between our business partners and our internal resources including Senior Management, TCS (Total Customer Satisfaction) Managers, Alliance Management and Programme Managers	Throughout the year
	Business review and customer scorecard	Periodically
Employees 	Induction programme for new employees Training and development programmes Regular communications and meetings Recreational and wellness activities Performance and career development	Throughout the year
Shareholders 	Corporate announcements and dissemination of financial results via SGXNet and company website Annual General Meeting	Throughout the year Annually

# Sustainability Governance Structure

## Sustainability Governance Structure

In order to effectively manage sustainability as described in the Sustainability Approach section, the sustainability governance structure was formally set up comprising leadership and members across different geographies and functions. This is aligned with Venture's deep-rooted core values which are essential enduring principles that guide the Group's policies, practices and goals. The Sustainability Steering Committee ("SSC") is responsible for driving the Group's sustainability strategy, managing and monitoring the key sustainability issues as well as developing this report. The SSC is supported by the Sustainability Task Force ("STF") for implementation and execution. The SSC reports to the Board which provides their guidance and oversees the aforementioned responsibilities.





## Materiality Assessment

Venture took a three-step materiality assessment process to identify the material ESG factors that are important to both the business and the stakeholders for reporting purpose. Venture engaged an external consultant and made reference to the GRI Standards Materiality Principle to carry out the process.

A list of potentially relevant ESG factors was identified through background research on both Venture's internal and external factors. The sources of research include Venture's existing risk analysis and disclosures, industry peers' disclosures as well as sustainability trends and reporting frameworks. An online questionnaire was also conducted to get internal stakeholders' views on the relevance of the list of ESG factors.

The SSC attended a materiality prioritisation workshop and had various meetings to discuss and prioritise the list of ESG factors. As a result of these activities, the SSC arrived at six material factors for report disclosure this year.

### VENTURE TOOK A THREE-STEP MATERIALITY ASSESSMENT PROCESS TO IDENTIFY THE MATERIAL ESG FACTORS





## Material Factors



### Environmental Management

Venture adopts a comprehensive approach to environmental management beyond compliance and undertakes initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally friendly technologies.



The Group actively involves its management and engages its employees in incorporating environmental issues into its business with the deep appreciation that environmental management has profound impact on an organisation's operational efficiency, profitability and reputation. Venture believes that environmental management goes beyond statutory and regulatory compliance and undertakes voluntary green initiatives throughout the Group. This is demonstrative of its stance on environmental responsibility.

The Group makes reference to the Responsible Business Alliance (RBA) Code of Conduct in relation to environmental issues. Venture also continuously maintains the ISO 14001 certification. The certification process allows Venture to effectively identify, manage and monitor its environmental issues in a holistic manner and has provided Venture with a competitive and financial advantage through improved efficiencies and reduced operational cost. The Venture sites included in the scope of the Report are ISO 14001 certified. In 2017, there were zero cases of significant fines or non-monetary sanctions as a result of non-compliance with relevant laws and regulations. The Group is conscientious in upholding its excellent record of compliance and maintaining its ISO 14001 certification. Moreover, Venture embraces and employs Lean philosophy to drive continuous improvement in overall efficiency and performance while delivering best-in-class solutions, products and services.



Venture started its Lean journey through the formation of the Lean Council. The Council drives overall continuous improvement across all sites, promotes the Lean philosophy and assesses and appraises Lean initiatives which bring about positive impact to Venture's business. Working closely with the Lean Council is a group of carefully selected Lean Leads and Site Champions appointed to continuously explore new ideas and opportunities to improve and streamline the Group's processes and manufacturing competencies. To promote a culture of continuous improvement, Cross Functional Kaizen Weeks are organised at every site to encourage all employees to be part of Venture's Lean journey. This serves as a platform for employees to innovate, create and transform their ideas into reality. Together, they develop solutions to solve dynamic operational challenges that the Group faces in its constantly changing and evolving business landscape. Venture believes that its Lean philosophy will bring various incremental benefits to the Group.

Under the stewardship of the Lean Council, Venture has forged ahead as the market leader in Manufacturing Efficiency, Variation Reduction and Value Stream Unification. In addition, the Group has witnessed, through a greater level of teamwork, an improvement in collaboration and communication across various business units and departments within the Group. The adoption of Lean initiatives have positively shaped all employees' behaviour and actions by fostering creativity and innovation. Together with collaborative support and participation from all levels, Venture is set to continue providing exceptional value through the promulgation of its Lean practices and culture throughout the organisation.

## Material Factors



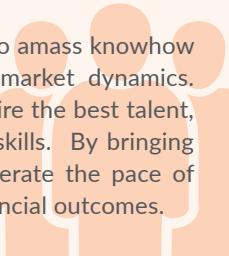
### Talent Attraction, Retention & Development

Venture continuously reviews and identifies the talent and skillset requirements of the Group, creating a critical pool of knowledge that will drive and sustain its leading edge.

#### TALENT ATTRACTION

The Venture Group provides employment to more than 12,000 individuals of diverse backgrounds and nationalities. To continue to offer differentiated capabilities focused at helping its customers and partners capture big value and to achieve its own business goals, Venture must continue to attract, motivate and retain talent. To this end, Venture must continue to grow a critical mass of high quality talents across the management, technical and professional disciplines.

The Group's success is built upon its ability to continue to evolve and transform, to amass knowhow and develop new capabilities to respond to customer's changing needs and market dynamics. To sustain a team of stellar people, Venture must nurture from within, as well as hire the best talent, including individuals who are far more superior in competency, knowledge and skills. By bringing onboard additional high calibre talent, the Group can boldly step-up and accelerate the pace of transformation to achieve steady rise in business performance and favourable financial outcomes.



The Group continually reviews and refines its employment practices, where applicable, with references to Venture's Social Code of Conduct, Responsible Business Alliance (RBA), United Nations Global Compact (UNG) principles, and applicable local laws. One key recruitment principle the Group subscribes to is equal opportunity and this is clearly observed at every stage of the recruitment process.

Venture adopts a multi-level and multi-personnel interview methodology to ascertain a potential candidate's competency, knowledge and skills for the position, as well as the functional, cultural and motivational fit of the candidate. Assessments are conducted to gain in-depth appreciation of potential candidates' personality, drive and innate abilities. Candidates with the relevant and superior skillset who also display attributes aligned to the Group's core values would make the best fit.

Venture will continue to review the Group's recruitment strategy annually, conscientiously refining and augmenting its employment brand. It will also extend its recruitment reach across Venture's strategic geographical clusters of excellence in South-East Asia, USA and China.

## Material Factors

### TALENT RETENTION & CAREER DEVELOPMENT

While the Group links rewards to performance and potential, Venture also believes in cultivating a strong “One Venture” culture to ensure its people continue to be inspired by a shared mission and be empowered by the same core values that have shaped and guided the Group since its inception.

To ensure the Group remain bonded by a shared value system of timeless principles, the Group launched the “Venture Core Values Workshop” in 2016. Since then, more than 90% of Venture’s managerial staff have attended the programme. The main objective of the workshop is to engage the leaders of the Group, helping them to develop a deeper and clearer appreciation of the Group’s core values. As leaders, they will serve as role models and influencers, resulting in the promulgation of the “One Venture” culture. Venture plans to extend the “One Venture Core Values Workshop” across the Group with participation from all remaining managers, as well as exempt category personnel in 2018.

Aligned with its culture to promote creativity and innovation, Venture provides its employees the opportunity to contribute positively to a wide range of projects and corporate initiatives within the Group including cross entity and cross-border job postings. These projects and postings enable employees to augment their technical competencies and specialised areas of expertise, as well as exposure to the entire value chain of activities within the Group and different group of customers and products. Venture actively monitors and tracks employees’ years of service and career progression, ensuring its people are given the right platform to grow and excel both on a professional and personal level.



Venture encourages every employee to realise their full potential. It is critical to the Group’s business to equip and develop its employees with advanced skills and abilities to meet the stringent requirements of its business and better serve its customers. To nurture a sustainable pool of in-house talents and leaders, Venture’s Innovation Centre developed two internal training programmes, Venture Certified Manufacturing Engineer (VCME) and Venture Certified Materials Executive (VCMEx). These two programmes aim to impart uniquely Venture lessons on manufacturing, engineering and materials management to grow participants overall competency. The Group has observed multiple positive outcomes, including better employee engagement and retention, augmentation of core competencies and enhanced overall performance across business functions.



The Group is reviewing ways to facilitate and encourage regular feedback between managers and their teams, including individual members of their team, to enable timely and effective performance coaching. The Group is in the process of starting a pilot-run of an internally conceived “Learning Management System” to encourage continuous self-learning and development.

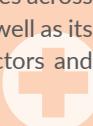
## Material Factors



### Occupational Health & Safety (OHS)

Venture believes that a healthy and safe work environment can have a positive impact on job performance and employee satisfaction, factors that have a direct correlation towards achieving organisational goals and objectives.

The Group's ongoing commitment to Occupational Health & Safety (OHS) is demonstrated through the integration of OHS policies into its daily business operations. It takes a holistic approach in the promotion of a health and safety culture at Venture through the involvement of employees across all levels within the organisation, as well as its business partners, suppliers/contractors and other stakeholders.



Venture's OHS-related policies set out clear guidelines and procedures to create a healthy and safe working environment. At the Group level, policies such as the Health and Safety Policy, the Social Code of Conduct, Employee Handbook and Employee Code of Conduct cover health and safety related rules and good practices with the over-riding objective of keeping Venture's personnel safe and out of harm's way. The Group also has specific and relevant policies in place at different sites and work areas to safeguard its people. These policies include clean-up of chemical spillage, solder dross management, risk assessment, first aid requirement, fire safety, hygiene and sanitation, and emergency preparedness. All Venture sites must conform to Groupwide policies and practices which are aligned to internationally recognised standards and codes such as OHSAS 18001, as well as comply with local legislation relating to health and safety.

The Group institutes preventive measures to upkeep its equipment and proactively conduct trainings to enhance employees' preparedness during emergencies. Fire drills and safety trainings are conducted at all facilities on a regular basis throughout the year to ensure employees familiarise themselves with the relevant emergency procedures. Production equipment and machinery are evaluated for safety hazards and proper training and maintenance are conducted regularly to minimise any risk of injuries. Employees who are exposed to potential health hazards are also provided access to health tests and screening.

The Group also makes available relevant training and education to its employees based on their respective roles and responsibilities. New employees who are required to handle heavy machinery and equipment are briefed on all the relevant safety guidelines and procedures and they are required to attend regular training session throughout the year. For existing employees, Health and Safety Awareness Training Programmes and Safety Trainings are conducted on a yearly basis. In FY 2017, more than 90% of the Group's employees have attended all the mandatory OHS training being assigned to them based on their roles. The Group also ensures its contractors on site receive relevant briefings on OHS compliance. The Group will continue to ensure its safety officers attend the required OHS training to maintain their certifications in 2018 while all employees will attend the mandatory OHS training as assigned according to their job roles.

The Group has a robust audit and management review process. Regular management reviews are conducted to improve existing safety standards and practices, enhance compliance to applicable codes, regulations and laws in the countries in which Venture operates. Safety audits are also conducted on a monthly basis at all sites, the scope of inspection covers areas such as machinery and equipment safety, electrical safety, usage of personal protection equipment, fire safety, emergency exit routes and exit lights and general housekeeping in offices and production areas. There were zero cases of significant fines or non-monetary sanctions for non-compliance with relevant health and safety laws and regulations in 2017. The Group endeavours to maintain similar performance in 2018.

Venture places significant amount of importance on incident reporting. Any injury, regardless of the severity must be reported to the manager or supervisor immediately. The manager or supervisor will assess the seriousness of the accident and offer guidance to resolve the situation. All reportable incidents need to be filed with the relevant authorities governing the jurisdiction that Venture operates in.

## Material Factors



### Protection of Confidential Information

Venture makes collective efforts across the Group to safeguard confidential information in order to build and maintain trusted and long-term relationships with its stakeholders.

The Group's commitment to confidentiality is underpinned by principles of professionalism, code of ethics, standards of practice and its corporate appreciation and commitment to privacy and confidentiality. As a trusted technology solution and services provider to its partners and customers, Venture endeavours to build and maintain trust and uphold its long-term partnerships and collaborations with its customers.

the types of confidential information that exists within the Group and practical do's and don'ts in relation to confidential information. At the point of appointment, it is made known to all employees that they are bound by a legal duty of confidentiality to protect information they may come into contact with during the course of their work.

The Group's IT team regularly reviews and make improvements to its cyber security infrastructure and systems to safeguard against leakage of any confidential information. To protect against cyber security threats and attacks, the Group adopts a multi-layered cybersecurity defence approach. These include physical security, network security, endpoint security and application security. Perpetrators will have to penetrate through multiple layers to gain entry into the Group's computing servers. Furthermore, the Group's multi-layered security is designed to deter and/or slow down any perpetrators to allow early detection. Finally, the Group ring-fences its confidential information through constant monitoring and surveillance.

Across the Group, all manufacturing sites and business units are guided by policies and standard operating procedures ("SOPs") which prescribe measures to securely receive, handle and store confidential information. Examples of such policies and SOPs include without limitation, the information integrity and protection of intellectual property sections of the Group's Social Code of Conduct, SOPs prescribing the use of secured storage facilities to store confidential information, security checks and protocol at the Group's premises and document retention policies. Venture's internal audit team also conducts periodic audits to ensure that the manufacturing sites and business units across the Group are in compliance with the policies and SOPs.

A key step to safeguarding confidential information is the ability to distinguish data deemed to be confidential. In this regard, employee awareness and sensitivity to the existence of confidential information is imbued through regular dissemination of memorandums and notices to all staff, highlighting

Venture will continually improve its existing processes to safeguard confidential information through periodic reviews of SOPs, and introduction of staff training to improve awareness about the importance of safeguarding confidential information. The Group intends to remind and sensitise its employees to their confidentiality obligations by obtaining an annual written acknowledgement and agreement from all Venture exempt category employees that they will comply with their confidentiality obligations.

## Material Factors



### Compliance with Other Laws & Regulations

Venture believes that its drive towards strong corporate governance and ethical corporate conduct will translate to sound business decisions, underpinning its operational and financial performance and delivering value to all stakeholders.

The Group is committed to conducting its business in strict compliance with all applicable laws, rules and regulations. All officers, directors and employees of the Group are expected to conduct their activities in accordance with this principle at all times.

Venture firmly believes that a strong corporate culture of compliance will translate into sound business decisions, which will underpin sustained operational and financial performance, and ultimately deliver value to all stakeholders.

The Group's businesses and operations are complex and a myriad of laws and regulations apply. Officers and employees of the Group are expected to be familiar with the legal and regulatory requirements

applicable to their business responsibilities and to fulfil their duties in accordance with these laws and regulations.

In 2017, there were zero confirmed incidents of non-compliance with the relevant laws and regulations that resulted in either public allegations of non-compliance or significant fines being levied on the Group. The Group strives to maintain this compliance status in the forthcoming year.

In this Report, the Group highlights three key areas that have received heightened attention recently—export control laws, conflict free minerals and anti-bribery and corruption.



#### EXPORT CONTROL LAWS

Venture's Group wide export control compliance programme ("ECCP"), which applies to all Venture employees, sets out a framework of operational controls and protocol that requires the Group's internal and external transactions to be conducted in compliance with applicable export control laws and regulations, including without limitation, the U.S. Export Administration Regulations and the International Traffic in Arms Regulations, the Singapore Strategic Goods (Control) Act and the Malaysia Strategic Trade Act.

Any Venture employee who has knowledge of facts or incidents which he or she believes may violate applicable export control relations, whether intentional or accidental, is required to report the matter promptly to the Group Export Compliance Officer.

Further, new employees will receive export control training including a detailed run-through of the Group's ECCP, and will be given the opportunity to raise questions and clarify any uncertainties that they may have. The Group reviews practices at high risk operational units for compliance with its ECCP on an annual basis.



#### ANTI-BRIBERY & CORRUPTION

Venture maintains a global Anti-bribery and Corruption ("ABC") policy that is intended to prevent, detect and remediate potential violations. Some of the core elements of the Group's ABC policy comprise Whistle-Blowing Policy, Code of Business Conduct for Suppliers, internal policies on Gifts Declaration, as well as Employee Annual Self-Declaration on Conflicts of Interest.



#### CONFLICT FREE MINERALS

Venture sources its raw materials from various suppliers across the globe. Recognising the importance of being a steward of good corporate practices, the Group is committed to source materials from companies whose values are aligned with Venture's. The Group works closely with its suppliers and ensures that its supply chain is in compliance with globally recognised standards. Venture has instituted a Conflict Minerals Policy that is in line with RBA and Global e-Sustainable Initiative (GeSI) which outlines Venture's commitments in undertaking due diligence checks on its supply chain to ensure that raw materials are not sourced from conflict regions. For more information on Venture's Conflict Minerals Policy, please visit Venture's corporate website.



## Sustainability at the Core

VENTURE BELIEVES THAT SUSTAINABILITY IS A JOURNEY AND THE GROUP IS CONSTANTLY EVOLVING ALONGSIDE THE CHANGING BUSINESS AND INDUSTRY LANDSCAPE. IN THIS REGARD, SUSTAINABILITY FOCUS AREAS MAY CHANGE AND NEW SUSTAINABILITY PRIORITIES MAY EMERGE, HOWEVER THE GROUP'S SUSTAINABILITY APPROACH REMAINS.



Sustainability is core and will continue to be a key component of the Group's overarching strategy whereby business goals are combined with social and environmental responsibility. As a responsible global corporate citizen, Venture strives to create a better future through caring for its stakeholders, environment and community. It will continue to take a proactive approach in creating and capturing impactful value to benefit all stakeholders.

The Group will continue to consider sustainability issues as part of its strategic formulation and deliberation. It endeavours to promote sustainable solutions and maximise the net positive impact of its activities and the ways in which it delivers its technology solutions, products and services.

## GRI Content Index

	GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
<b>GENERAL DISCLOSURES</b>		
<b>Organisational Profile</b>		
102-1	Name of the organisation	Venture Corporation Limited
102-2	Activities, brands, products, and services	Annual Report 2017 – pages 127-131
102-3	Location of headquarter	Back cover
102-4	Location of operations	Annual Report 2017 – pages 26-27
102-5	Ownership and legal form	Annual Report 2017 – pages 133-134
102-6	Markets served	Annual Report 2017 – pages 127-131
102-7	Scale of the organisation	Sustainability Report – pages 4 & 12 Annual Report 2017 – pages 15, 24-25, 62
102-8	Information on employees and other workers	Confidentiality constraints
102-9	Supply chain	Sustainability Report – page 16
102-10	Significant changes to organisation and its supply chain	No significant changes
102-11	Precautionary principle or approach	Not applicable
102-12	External initiatives	Not applicable
102-13	Membership of associations	Venture has memberships of association with relevant organisations.
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Sustainability Report – page 4
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	Sustainability Report – pages 4-5
<b>Governance</b>		
102-18	Governance structure	Sustainability Report – page 9
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	Sustainability Report – pages 6-8
102-41	Collective bargaining agreements	In line with Venture's Code of Conduct, all Venture employees are free to join or not join recognised labour unions or other bona fide representatives within the framework of the Company procedures, applicable local laws and regulations and prevailing industrial relations and practices.

## GRI Content Index

	GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
102-42	Identifying and selecting stakeholders	The key stakeholder groups identified either have a significant impact on or are significantly impacted by Venture's sustainability performance, page 6
102-43	Approach to stakeholder engagement	Sustainability Report – page 8
102-44	Key topics and concerns raised	Sustainability Report – pages 2, 3 & 10
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	Annual Report 2017 – pages 102-107
102-46	Defining report content and topic Boundaries	Sustainability Report – inside front cover
102-47	List of material topics	Sustainability Report – pages 2-3
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	1 January – 31 December 2017
102-51	Date of most recent report	Not applicable
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sustainability Report – inside front cover
102-54	Claims of reporting in accordance with GRI Standards	Sustainability Report – page 4
102-55	GRI content index	Sustainability Report – pages 18-20
102-56	External assurance	Venture has not sought external assurance for this reporting period and may consider it in the future.
<b>MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	Sustainability Report – pages 11-16
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

## GRI Content Index

	GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
<b>MATERIAL TOPICS</b>		
<b>Environmental Compliance</b>		
307-1	Non-compliance with environmental laws and regulations	Sustainability Report – page 11
<b>Training and Education</b>		
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report – pages 12-13
<b>Occupational Health &amp; Safety</b>		
N/A	<ul style="list-style-type: none"> <li>» Incidents of non-compliance with the relevant laws and regulations relating to occupational health and safety</li> <li>» Percentage of employees that attended all the mandatory OHS training being assigned to them based on their roles</li> </ul>	Sustainability Report – page 14
<b>Protection of Confidential Information</b>		
N/A	Non-compliance with existing process and processes relating to the protection of confidential information	Sustainability Report – page 15
<b>Socio-economic Compliance</b>		
419-1	Non-compliance with relevant laws and regulations	Sustainability Report – page 16

*This page has been intentionally left blank.*



**VENTURE CORPORATION LIMITED**

Company Registration No.: 198402886H  
5006 Ang Mo Kio Avenue 5  
#05-01/12 TECHplace II  
Singapore 569873

[www.venture.com.sg](http://www.venture.com.sg)