



Scaling
New Heights of
EXCELLENCE
through Distinctive
TRANSFORMATION

Venture Corporation Limited
Sustainability Report 2018

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Letter from the Board

"Improving the sustainability performance of Venture is an ongoing process. In FY 2018, Venture introduced several sustainability initiatives such as launching of the Learning Management System, investing in energy efficiency solutions and enhancing policies and practices to safeguard confidential information."

Venture Corporation Limited ("Venture" or the "Group") is pleased to present its second Sustainability Report (the "Report") for the financial year ended 31 December 2018 ("FY 2018"). The Report shares the business practices that Venture has undertaken to strengthen its business and the sustainability milestones achieved in FY 2018. To remain as the preferred business partner with leading corporations in technology domains and ecosystems of interests, Venture's business strategy will continue to holistically take into consideration its economic, environmental, social and governance ("EESG") performance. This overarching vision would contribute to Venture's objective of scaling to the next level of excellence.

Improving the sustainability performance of Venture is an ongoing process. In FY 2018, Venture introduced several sustainability initiatives such as launching of the Learning Management System ("LMS"), investing in energy efficiency solutions and enhancing policies and practices to safeguard confidential information. These initiatives not only improved operational efficiency and resource management, but also benefitted the environment and community-at-large.

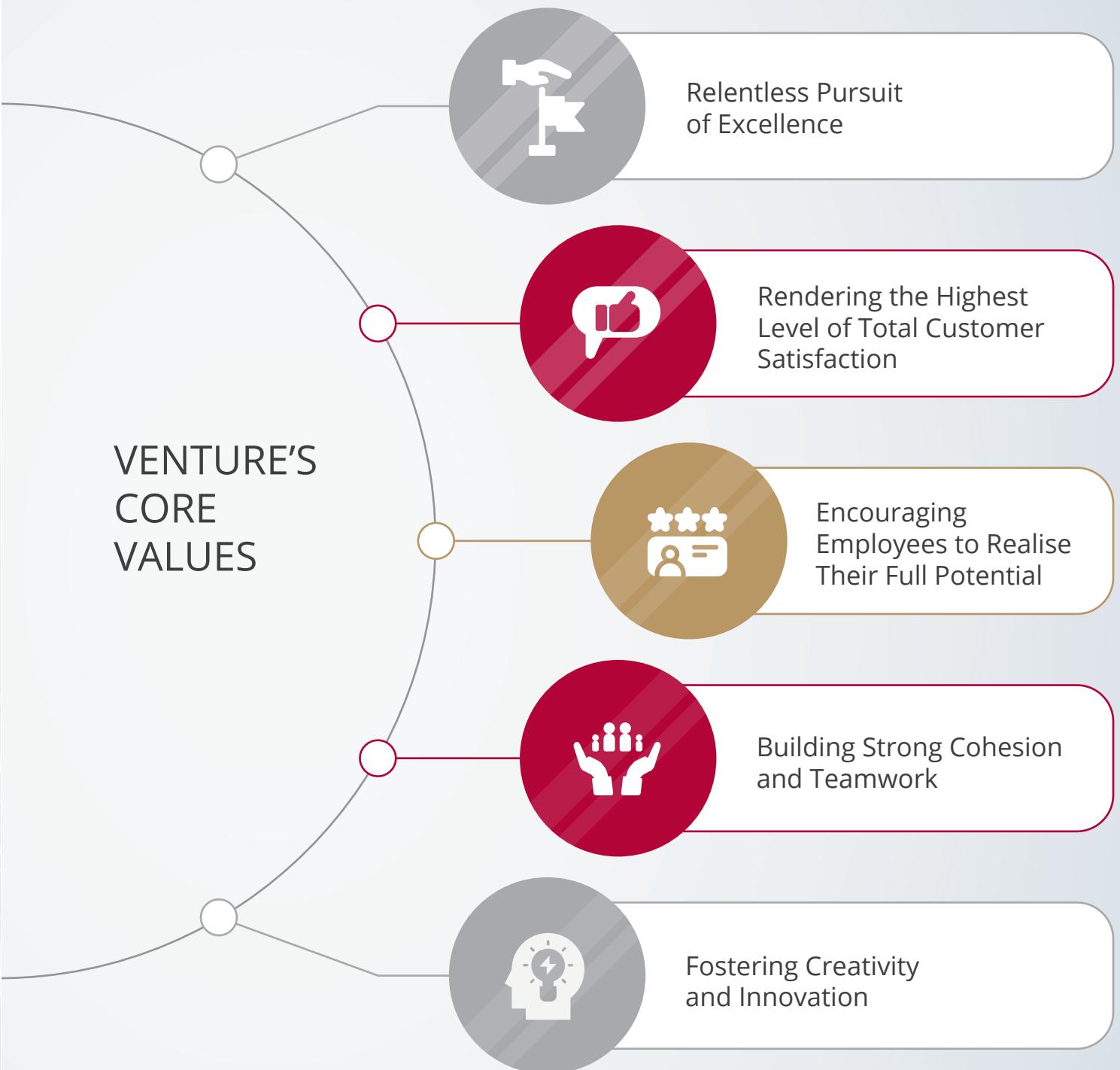
Venture's Board of Directors (the "Board") believes that the relentless pursuit of excellence and continuous transformation are essential for the business to ascend to a new level of growth. The Board remains committed to creating and capturing more impactful value for its stakeholders in the long-term through synergistic and sustainable ecosystems. The Board provides oversight of the management and monitoring of the material EESG issues through the Sustainability Steering Committee ("SSC") and the Sustainability Task Force ("STF").

The Board is excited to share more details of Venture's sustainability performance in the following sections of the Report.

**Board of Directors
Venture Corporation Limited**

Venture's Sustainability Approach

Value creation lies at the heart of all operations carried out by the Group. Venture's value creation for its stakeholders is anchored upon its five core values.

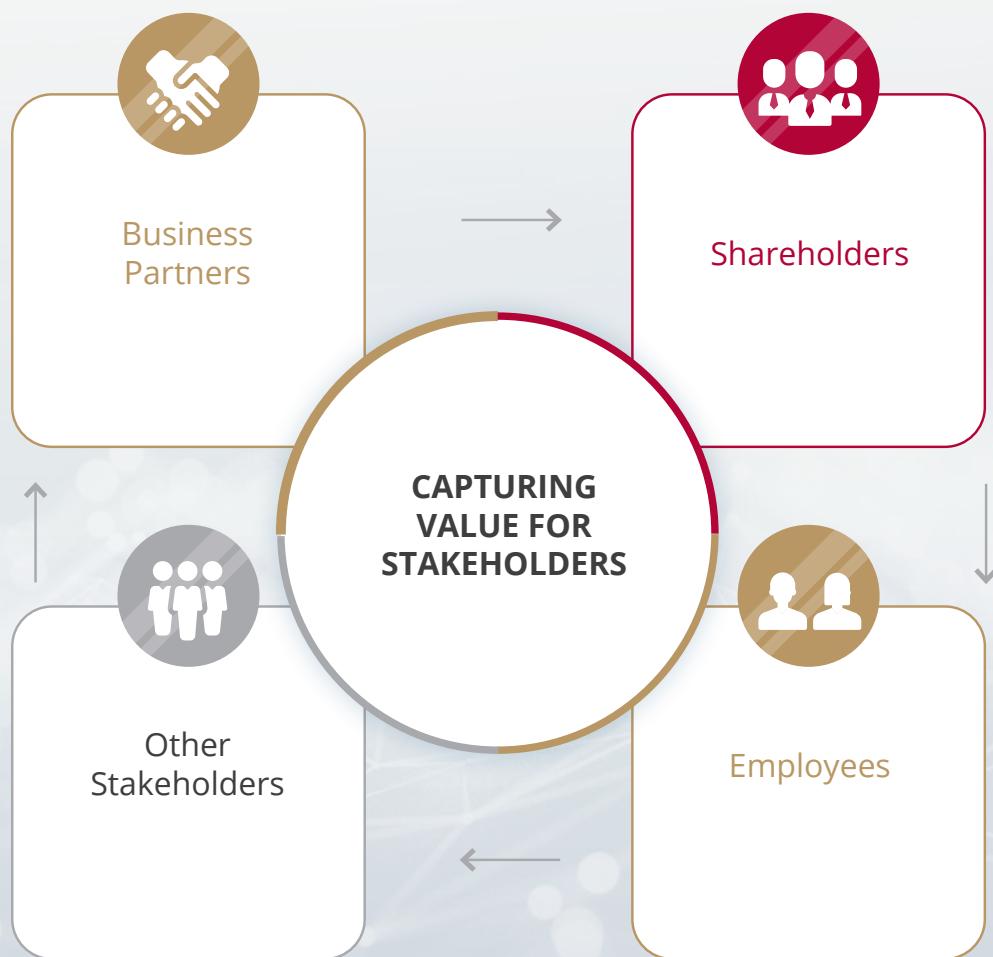


Venture's Sustainability Approach

The Group acknowledges that EESG aspects play an increasingly important role in influencing business decisions and strategy. Thus, Venture's sustainability approach is designed to support the Group's business goals and to create impactful value for its business partners, employees, shareholders and all other stakeholders. The Group believes that success should be grounded in sound corporate governance practices, a diverse and engaged workforce and innovation.



The Group acknowledges that EESG aspects play an increasingly important role in influencing business decisions and strategy.



Venture's Sustainability Approach

The table below shows how Venture has created value for its stakeholders to address their key concerns:

	Leverage Venture's leading capabilities to deliver innovative solutions
	Differentiate through building trusted business relationships anchored upon high ethical business conduct
	Excel by developing strategic partnerships to enable a synergistic ecosystem
	Explore new market segments and technology domains to drive financial growth and deliver strong returns
	Build a business model that is resilient, sustainable and adaptable in a dynamic business environment
	Create a collaborative and safe work environment across global operations and facilities
	Empower employees with continuous development opportunities to reach their full potential
	Enhance learning platforms to equip employees with strong technical, professional and leadership skills

VENTURE'S VALUE CREATION JOURNEY FOR STAKEHOLDERS

Venture's Sustainability Approach

To drive value creation, the SSC manages and monitors the key sustainability issues. The SSC reports directly to the Board on sustainability performance and is supported by the STF to manage and implement the strategies. The Board guides and oversees the material EESG factors to ensure alignment with Venture's business and strategy.

As a testament to its continuous pursuit of excellence and growth in strengths and capabilities, Venture has received numerous prestigious awards from its customers as well as other organisations over the years. They include **“Outstanding Supplier”**, **“Preferred Supplier”** and **“Partnership Excellence Award”**. Venture was also ranked amongst 85 companies in a 2019 special report featuring an inaugural list of Fastest-Growing Companies in Singapore, issued by Singapore Press Holdings and international market research firm, Statista.



Material Factors



ENVIRONMENTAL MANAGEMENT

APPROACH



Venture proactively manages its environmental performance by incorporating sustainable practices into its business operations.

VALUE



Robust environmental management helps the Group to streamline operational efficiency, enhances Venture's reputation and results in cost savings.

Venture considers the environmental performance of its business with utmost importance, as the Group recognises the delicate balance for co-existence of all natural resources. Venture is committed to protecting the environment and continuously improve its environmental performance.

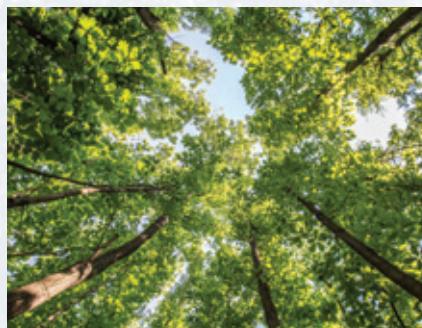
Environmental Systems and Policies

The Group has established and maintained environmental management systems to efficiently and effectively manage its environmental performance. In addition to maintaining its ISO 14001 certification for all reported sites since 2001, the Group continues to make reference to the Responsible Business Alliance ("RBA") Code of Conduct in managing its environmental issues. Such issues include environmental permits and reporting, pollution prevention, resource reduction and energy consumption and greenhouse gas ("GHG") emissions. Venture's continuous effort to conserve resources and prevent pollution as well as its commitment to build awareness and comply with applicable environmental laws and regulations are reiterated through the Group's Environmental Policy.

In addition, Venture continues to uphold the Lean philosophy led by the Lean Council to drive improvement across all sites. The Lean Council, championed by Lean Leads and Site Champions, explores ideas and opportunities to streamline the Group's processes and manufacturing competencies. For example, Venture's assessment and appraisal of its Lean initiatives have improved its overall efficiency and performance to deliver best-in-class solutions, products and services.

Environmental Awareness and Training

The Group actively engages its employees through training to enhance their awareness and participation on sustainability practices across the business operations. Employees are encouraged to provide feedback related to the environmental management practices. An environmental management representative has been appointed to manage and track the environmental performance and objectives for each site, including reducing GHG emissions, maintaining compliance with the relevant laws and regulations and energy management.



Venture considers the environmental performance of its business with utmost importance, as the Group recognises the delicate balance for co-existence of all natural resources.

Material Factors

FY 2018 PERFORMANCE

COMPLIANCE



Maintained **zero cases** of significant fines or non-monetary sanctions as a result of compliance with relevant environmental laws and regulations.

CERTIFICATIONS

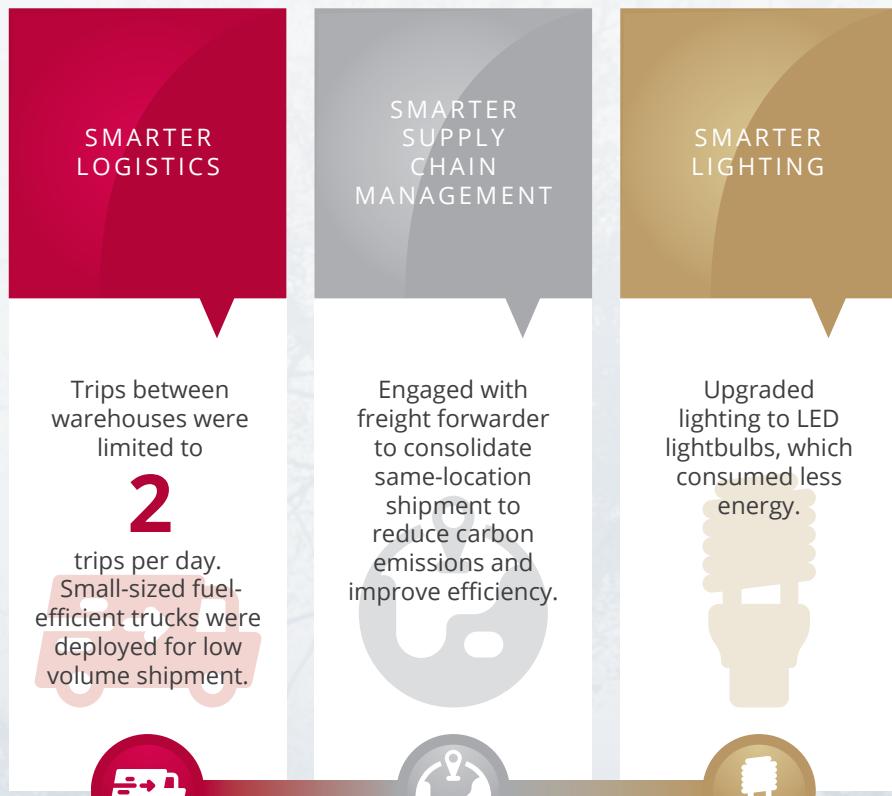
All the sites disclosed within the scope of the Report **maintained their ISO 14001 certifications.**



Material Factors

CARBON FOOTPRINT

The Group achieved GHG emissions reduction that exceeded its 3% target in FY 2018. The reduction was achieved through several initiatives adopted by the Group's sites in Singapore as listed below:



TARGETS FOR 2019

The Group will continue to **uphold its good track record of zero cases** of significant fines or non-monetary sanctions to ensure compliance with the relevant environmental laws and regulations.

In addition, the Group will **maintain the ISO 14001 certifications** for all sites globally during the year.

Material Factors



TALENT ATTRACTION, RETENTION AND DEVELOPMENT

APPROACH



Venture attracts and retains a diverse pool of talent and invests in equipping its employees with the right skills and experiences.

VALUE



A dynamic and competent workforce helps the business to be future-ready and stay ahead in the fast-changing business landscape.

TALENT ATTRACTION

As Venture's business continues to expand, it is important to attract, develop and retain talent across key geographical clusters of excellence in Southeast Asia, the United States of America and China. Venture's recruitment practices continue to be guided by Venture's Code of Conduct and takes into consideration the RBA, United Nations Global Compact principles and applicable local laws.

Recruitment Strategy

Venture enhanced its recruitment strategy to attract a new generation of employees. As part of the strategy, Venture carried out a recruiter training programme for internal recruiters to effectively reach out to potential candidates. The Group also leveraged external partnerships to source for talents. The Human Resources ("HR") department tapped on LinkedIn to share Venture's corporate news and articles to reach out to potential candidates. Venture also initiated university collaborations in FY 2018, reaching out to graduates through internships and traineeships. To ensure that Venture's external partners are good ambassadors of Venture, the Group has in place a Standard Operating Procedure on partner management.

This year, the Corporate Career website was given a design uplift to be more user-friendly and informative. In addition, the Group revamped its branding collateral with more attractive verbiage and graphics.



As Venture's business continues to expand, it is important to attract, develop and retain talent across key geographical clusters of excellence in Southeast Asia, the United States of America and China.

Material Factors

FY 2018 PERFORMANCE

RECRUITMENT



Through university collaborations, Venture reached out to an estimated **2,000 students**. About **40 interns and trainees** were engaged through the graduate engagement programmes.

BRANDING

Venture's **branding was revamped** to attract potential talents through various recruitment channels.



TARGET FOR 2019



Venture will continue to **refine and enhance its employment brand** to attract and retain the best talents consistent with high performance.

Material Factors

TALENT RETENTION AND CAREER DEVELOPMENT

Talent Retention and Career Development

Venture actively encourages its employees to enhance and develop their skills and knowledge. This is aligned with its core value of encouraging employees to realise their full potential. It is critical that Venture invests in and strengthens its workforce, to excel and to retain its market leadership in an ever-evolving global marketplace, by fostering creativity and innovation.



Employee Training

As part of HR's drive to encourage continuous learning, the Group did a pilot launch of the LMS in FY 2018. The LMS is an online learning management platform that allows employees to have 24/7 access to learning materials relating to functional, leadership and soft skills. The LMS also facilitates effective administration and tracking of courses, attendance and evaluation.

The Group has received positive feedback from employees across different functions and positions following the launch.

In addition to the LMS, Venture's other successful programmes include the Venture Certified Manufacturing Engineer programme, Venture Certified Materials Executive programme and the One Venture Core Values Workshop programme. These programmes impart lessons that are unique only to Venture and allow employees to reap multiple positive outcomes.

Employee Career Progression

Apart from investing in employees' development, Venture is committed to ensuring that its employees are provided with the right platform to progress their careers. The HR department actively monitors and tracks employees' years of service and career progression. In FY 2018, close to 4,500 employees participated in various feedback sessions organised by the HR department, to encourage communication between managers and their teams. Venture also believes in linking rewards to performance and potential and established the Long Service Award to recognise employees' dedication to Venture.

"We can learn continuously online and the LMS makes our learning plans more systematic. I really enjoy the LMS app feature as it allows me to easily manage my online classes through my phone."

Engineer, Process

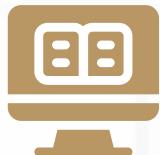
"One of the benefits of the LMS is its flexibility. We are able to learn at our own pace and not be confined to a classroom. The feature that I find most useful is the sharing of video learning. We are able to access the LMS whether in the office or at home."

Manager, Planning

Material Factors

FY 2018 PERFORMANCE

EMPLOYEE TRAINING



Launched the online LMS to facilitate employees' continuous learning and development.

Close to **4,500 employees** participated in feedback sessions in FY 2018.

EMPLOYEE ENGAGEMENT



TARGET FOR 2019



The Group will **continue to improve its engagement focus groups** to ensure that an effective and open channel is available for regular feedback from employees.

Material Factors



OCCUPATIONAL HEALTH AND SAFETY

APPROACH



Venture is committed to building a strong health and safety culture to create a safe work environment for its workforce.

VALUE



Robust risk and process control practices positively impact Venture's workforce safety performance and increase employees' morale.

Operating with over 12,000 employees, Venture places importance in providing and maintaining a safe and healthy workplace for its employees. Venture understands that the Occupational Health and Safety ("OHS") policies and practices directly impact its employees. The Group has undertaken initiatives to build a strong health and safety culture, including establishing health and safety committees, conducting training and monitoring the Group's safety performance.

VENTURE'S HEALTH AND SAFETY CULTURE

POLICIES AND MANAGEMENT

Empower employees to take the lead on OHS, through the Workplace Safety and Health ("WSH") Committee and the Citizenship & Sustainability Code of Conduct ("CSCC")

EMPLOYEE TRAINING

Conduct regular OHS-related training for all employees

PERFORMANCE AND MONITORING

Monitor and track safety performance to benchmark against industry average

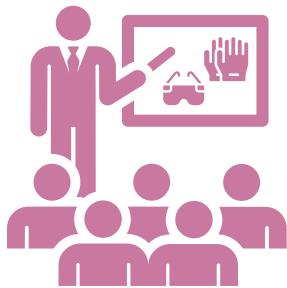


Material Factors

Policies and Management

The WSH Committee comprises members of the working sites and management. The WSH Committee oversees the management of OHS in Singapore and drives the safety programmes including safety training courses. In Malaysia, this responsibility is led by management, in alignment with the CSCC coupled with collective feedback from the employees.

To further inculcate the health and safety culture, Venture has conducted various health and safety initiatives such as fire drills, medical screenings, monthly health and safety inspections and regular maintenance of production equipment and machinery. Regular management reviews are also conducted to improve existing safety standards and practices to enhance compliance with applicable codes, regulations and laws in the countries in which Venture operates.



On top of rolling out health and safety initiatives for its employees, Venture conducts briefings to all its contractors on health and safety compliance upon entering Venture's sites.

Employee Training

Employees attend health- and safety-related training sessions every quarter to increase their health and safety awareness and knowledge. All employees' training records are tracked and employees are encouraged to complete the relevant health and safety courses. The Group also ensures that its safety officers attend the required OHS training to maintain their certifications during the year. On top of rolling out health and safety initiatives for its employees, Venture conducts briefings to all its contractors on health and safety compliance upon entering Venture's sites.

Material Factors

FY 2018 PERFORMANCE



Venture is pleased to report that the Group has **performed better than the industry average** in health and safety for FY 2018.

In FY 2018, we maintained zero cases of significant fines or non-monetary sanctions for non-compliance with relevant health and safety laws and regulations. In Malaysia, there were no work-related fatalities or accidents. The absentee rate of Venture's site in Malaysia is 1.4 days per employee, which is lower than the average of 73.1 days per employee¹ surveyed across Malaysian organisations. The table below summarises Venture's health and safety performance in Singapore, benchmarked against industry average in FY 2018.

VENTURE'S FY 2018 HEALTH AND SAFETY PERFORMANCE IN SINGAPORE

Health and Safety Performance Indicators	Venture	Industry Average
Number of Fatalities	0	4 ²
Accident Severity Rate ³	47.7	61 ²
Accident Frequency Rate ⁴	1.4	1.5 ²
Occupational Disease Incidence Rate ⁵	0	18 ²
Absentee Rate ⁶	6.7	9.5 ⁷

TARGETS FOR 2019



The Group will continue to **ensure its safety officers** maintain their certifications during the year.

The Group will also **ensure selected employees attend the mandatory OHS training** as assigned to their job roles, such as first aid, fire-fighting and spill control training.

¹ Source: Healthiest Workplace Survey 2018 by AIA and Rand Corporation.

² Source: Workplace Safety and Health Report 2018 for Manufacturing Industry (January to June 2018), Ministry of Manpower.

³ Accident Severity Rate = Number of lost days/ Total number of man-hours worked x 1,000,000. It is assumed that each employee worked a total of 40 man-hours per week.

⁴ Accident Frequency Rate = (Number of workplace fatalities + Number of workplace injuries)/ Total number of man-hours worked x 1,000,000. It is assumed that each employee worked a total of 40 man-hours per week.

⁵ Occupational Disease Incidence Rate = Number of occupational disease incidents/100,000 employed persons

⁶ Absentee Rate = Total number of absentee days/ Total number of employees

⁷ Source: Absenteeism, Conditions of Employment, 2016, Ministry of Manpower. Number of absentee days is the average absentee days due to outpatient and hospitalisation sick leave days.

Material Factors



PROTECTION OF CONFIDENTIAL INFORMATION

APPROACH



Venture's overarching approach to safeguarding confidential information is underpinned by its Code of Conduct and strong internal process controls.

VALUE



Information security allows Venture to forge trust and maintain long-term partnerships with its stakeholders.

Venture has forged and built numerous business partnerships through its pursuit of creating unparalleled enterprise excellence. To maintain the trust between the Group and its partners, Venture is committed to safeguarding the confidential information it has access to through its business transactions.

Policies and IT Infrastructure Management

The Group continues to maintain its high standards and to be recognised as a trusted business partner by its customers and stakeholders. Venture conducts its business with reference to the Personal Data Protection Act ("PDPA") and RBA's Code of Conduct – Ethics and Management System (Intellectual Property). The Group's manufacturing sites and business units continue to be guided by policies and SOPs, which detail the measures to securely receive, handle and store confidential information.

The Group continues to invest in cybersecurity infrastructure and systems to enhance its defence against cyber threats and attacks. The system is constantly monitored to enable early detection of any unauthorised access or attempts to access Venture's network, programmes and data. Manufacturing sites and business units are audited for compliance with SOPs. The operations and IT teams regularly conduct reviews to improve the SOPs to safeguard and secure confidential information.



The Group continues to maintain its high standards and to be recognised as a trusted business partner by its customers and stakeholders.

Employee Training and Awareness

Venture's employees play key roles in supporting the Group to protect confidential information. Venture believes in the importance of creating an environment and culture that promotes employees' responsibility and accountability to protect confidential information, including Intellectual Property. Training, orientation and awareness programmes are provided to sensitise employees regarding their legal obligations, including how to handle and protect sensitive material, information about confidentiality laws and legal repercussions of violating confidentiality obligations. Confidentiality provisions in employment contracts clearly state the legal obligation to protect confidential information which they handle or come across in the course of their employment.

Material Factors

FY 2018 PERFORMANCE

POLICY AND PROCESS



Enhanced policies and practices such as the Acceptable IT Use Policy and data protection processes to prevent data loss.

Maintained compliance with existing policies and procedures relating to the protection of confidential information.

COMPLIANCE



TARGETS FOR 2019

The Group **strives to maintain compliance** with existing policies and procedures at all times.

The Group will continue to improve existing processes to **safeguard confidential information**, through periodic review of SOPs and introduction of staff training.



Material Factors



COMPLIANCE WITH OTHER LAWS AND REGULATIONS

APPROACH



Venture's growth and success are firmly anchored on a framework of sound corporate governance principles, practices and processes.

VALUE



Good corporate governance and ethical corporate conduct underpin Venture's operational and financial performance, to deliver value creation for all of Venture's stakeholders.

Venture believes that good corporate governance drives sound business decisions and performance, that will in turn strengthen its resilience and competitive edge. With diverse operating geographies, Venture is committed to complying with laws and regulations wherever it has operations.



To further strengthen the Group's commitments and minimise the risk of non-compliance, the Group requires all new employees to undergo compliance training that covers the Group's various policies.

Policies and Management

Through its recent materiality review session, which is part of the Enterprise Risk Management Framework, the Group continues to recognise that the business faces heightened risks regarding export control laws, conflict-free minerals and anti-bribery and corruption due to the nature of its business and its workforce spread across different geographies.

To proactively manage the risks and exposures, the Group has instituted various policies to guide its business conduct, including Group Export Control Compliance Policy ("ECCP"), Conflict Minerals Policy, and Anti-bribery and Corruption Policy ("ABC Policy").

Material Factors

Employee Training

To further strengthen the Group's commitments and minimise the risk of non-compliance, the Group requires all new employees to undergo compliance training that covers the Group's various policies, including the Code of Conduct, the ABC Policy and the Conflict Minerals Policy. Regular training is provided to employees to keep them up-to-date on the compliance issues that affect their functions.

Export Control Laws

Venture has in place a Group-wide ECCP that prescribes a framework of operational controls and protocols for the Group's internal and external transactions, to be conducted in compliance with applicable export control laws and regulations.

In FY 2018, training on the Group ECCP was provided for some key manufacturing sites, further strengthening their operational controls. The ECCP Working Group also periodically reviews and discusses updates to the Group ECCP.

VENTURE SUPPORTS



'conflict-free' minerals

and is committed to sourcing components and materials from companies that share its values around human rights, ethics and environmental responsibility.

Conflict-Free Minerals

Venture supports 'conflict-free' minerals and is committed to sourcing components and materials from companies that share its values around human rights, ethics and environmental responsibility. The Group goes to extra lengths to communicate and engage with its supply chain partners to ensure compliance of RBA standards on conflict minerals. This is to prevent minerals that finance violence from ending up in its products. All suppliers are required to conduct their due diligence and perform cross-checks against the list of known public global smelters/ refiners list published by RBA, to ensure conflict-free supply chains.

Anti-bribery and Corruption

The Group acknowledges that the business is exposed to the risks of corruption. The Group has several mechanisms such as the ABC Policy, Venture's Code of Conduct and the Employee Annual Self-Declaration on Conflicts of Interest in place, to prevent and detect potential corruption violations. The Group also has a Whistle-Blowing Policy to provide employees and third parties with a channel to report and to raise, in good faith and confidence, any concerns about possible improprieties. The reporting channel is overseen by the Internal Audit department. To ensure good governance over the value chain, the Group requests its suppliers to adhere to its Code of Business Conduct for Suppliers.

Material Factors

FY 2018 PERFORMANCE

ECCP



Complied with all relevant export control laws and work with suppliers to minimise disruption to Venture's business operations.

COMPLIANCE



Maintained compliance with the relevant laws and regulations, failing which may result in either public allegations of non-compliance or significant fines being levied on the Group.



TARGET FOR 2019

The Group endeavours to **maintain its compliance** status during the year.

About the Report

The Report provides an overview of Venture's approach in creating value through the EESG issues that are key to its business and stakeholders.

The Report has been prepared in accordance with the Global Reporting Initiative's ("GRI") Standards 2016 – Core option and SGX-ST Listing Manual (Rules 711A and 711B).

The scope and boundaries of the Report have been determined with consideration of all of Venture's stakeholders in mind. This year, the Report scope remains the same as last year's Report. The Report sets out EESG information for the Group's major sites in Singapore and Malaysia that collectively contribute

approximately three quarters of the Group's FY 2018 revenue. The information presented in the Report covers the financial year ended 31 December 2018, unless otherwise stated.

The Report, together with other information disclosed in the Annual Report, will aid in communicating and promoting transparent reporting to all of Venture's stakeholders. The Group highly values feedback to continuously improve its sustainability reporting. If you wish to provide feedback on the Report, please send your comments to sustainability@venture.com.sg.

MATERIALITY ASSESSMENT

This year, Venture conducted a materiality review session to determine the relevance of the six material EESG factors identified last year. The six material EESG factors are:



Economic performance



Environmental management



Occupational health and safety



Talent attraction, retention and development



Protection of confidential information



Compliance with other laws and regulations

The materiality review session was guided by the GRI Materiality Principle, supported by background research on peers and industry trends. Venture concluded that the six identified material EESG factors continue to remain relevant to its business and stakeholders. The Board has validated the material EESG factors for this year's reporting. Venture is committed to reviewing its material EESG factors regularly to ensure that they remain relevant, to support the Group's pursuit of excellence.

About the Report

STAKEHOLDER ENGAGEMENT

Venture is committed to engaging effectively with all its stakeholders as they are impacted by the actions that Venture takes. Venture has regular engagements with its internal and external stakeholders to understand their expectations, interests and concerns. Understanding stakeholders' perspectives offers valuable insights that help Venture to strategise its business decisions and operations. Having considered all its stakeholders in the preparation of the Report, the table below summarises Venture's engagement methods with its three key stakeholder groups, namely business partners, employees, and shareholders. These three stakeholder groups have a significant influence on Venture's success and are in turn, the most significantly impacted by Venture's value creation journey.

KEY STAKEHOLDERS	KEY TOPICS OF CONCERN	ENGAGEMENT METHODS	FREQUENCY
Business Partners 	<ul style="list-style-type: none"> Deliver innovative solutions with excellent technological and engineering capabilities Uphold high ethical and responsible ESG standards along the supply chain 	<ul style="list-style-type: none"> Regular meetings between our business partners and our internal resources including Senior Management, TCS (Total Customer Satisfaction) Managers, Alliance Management and Programme Managers Business review and customer scorecard 	Throughout the year Periodically
Employees 	<ul style="list-style-type: none"> Fair and competitive remuneration with opportunities to develop skills and reach full potential Safe and collaborative work culture that emphasises on teamwork and cohesion 	<ul style="list-style-type: none"> Induction programme for new employees Training and development programmes Regular communications and meetings Recreational and wellness activities Performance and career development Health and safety training 	Throughout the year
Shareholders 	<ul style="list-style-type: none"> Sustain the business in the long term and deliver strong economic performance 	<ul style="list-style-type: none"> Corporate announcements and dissemination of financial results via SGXNet and company website Annual General Meeting 	Throughout the year Annually

GRI Content Index

	GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
UNIVERSAL STANDARDS		
GRI 102: General Disclosures		
Organisational Profile		
102-1	Name of the organisation	Venture Corporation Limited
102-2	Activities, brands, products, and services	Annual Report 2018 - pages 192 to 196
102-3	Location of headquarters	Annual Report 2018 - inside back cover
102-4	Location of operations	Annual Report 2018 - pages 167 to 170
102-5	Ownership and legal form	Annual Report 2018 - pages 205 to 206
102-6	Markets served	Annual Report 2018 - pages 167 to 170, 192 to 196
102-7	Scale of the organisation	Sustainability Report - page 14 Annual Report 2018 - pages 16, 17, 111
102-8	Information on employees and other workers	Employees disclosed in this report are based in Malaysia and Singapore. Venture employs both direct and indirect labour. Breakdown by gender is not applicable.
102-9	Supply chain	Confidentiality constraints
102-10	Significant changes to organisation and its supply chain	No significant changes
102-11	Precautionary principle or approach	In general, the precautionary principle is embedded in our approach to sustainability.
102-12	External initiatives	Not applicable
102-13	Membership of associations	Venture has memberships of association with relevant organisations.
Strategy		
102-14	Statement from senior decision-maker	Sustainability Report - page 2
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Sustainability Report - page 3

GRI Content Index

	GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
Governance		
102-18	Governance structure	Sustainability Report - page 6
Stakeholder Engagement		
102-40	List of stakeholder groups	Sustainability Report - pages 4, 23
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 Company procedures, applicable local laws and regulations and prevailing industrial relations and practices.
102-42	Identifying and selecting stakeholders	Sustainability Report - page 23
102-43	Approach to stakeholder engagement	Sustainability Report - page 23
102-44	Key topics and concerns raised	Sustainability Report - page 23
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Annual Report 2018 - pages 167 to 170
102-46	Defining report content and topic Boundaries	Sustainability Report - page 22
102-47	List of material topics	Sustainability Report - page 22
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	1 January – 31 December 2018
102-51	Date of most recent report	December 2017
102-52	Reporting cycle	Annual

GRI Content Index

	GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
102-53	Contact point for questions regarding the report	Sustainability Report - page 22
102-54	Claims of reporting in accordance with GRI Standards	Sustainability Report - page 22
102-55	GRI content index	Sustainability Report - pages 24 to 28
102-56	External assurance	Venture has not sought external assurance for this reporting period and may consider it in the future.

GRI 103: Management Approach

103-1	Explanation of the material topic and its boundary	<p>The material factor boundaries are defined as where Venture has significant impacts and has caused or contributed to the impacts through its business relationships.</p> <p>Material factors with internal boundaries:</p> <ul style="list-style-type: none"> ▪ Economic Performance ▪ Talent Attraction, Retention and Development <p>Material factors with internal and external boundaries:</p> <ul style="list-style-type: none"> ▪ Environmental Management ▪ Occupational Health and Safety ▪ Protection of Confidential Information ▪ Compliance with Other Laws and Regulations
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GRI Content Index

GRI STANDARDS (2016)	NOTES/PAGE NUMBER(S)
TOPIC-SPECIFIC STANDARDS	
Economic Performance	
GRI 103: Management Approach	
103-2 The management approach and its components	
103-3 Evaluation of the management approach	Annual Report 2018 - pages 8 to 17, 111 to 204
GRI 201: Economic Performance	
201-1 Direct economic value generated and distributed	Annual Report 2018 - pages 8 to 17, 111 to 204
Environmental Management	
GRI 103: Management Approach	
103-2 The management approach and its components	
103-3 Evaluation of the management approach	Sustainability Report - pages 7 to 9
GRI 307: Environmental Compliance	
307-1 Non-compliance with environmental laws and regulations	Sustainability Report - pages 7 to 9
Occupational Health and Safety	
GRI 103: Management Approach	
103-2 The management approach and its components	
103-3 Evaluation of the management approach	Sustainability Report - pages 14 to 16
GRI 403: Occupational Health and Safety	
403-1 Workers representation in formal joint management-worker health and safety committees	Sustainability Report - pages 14 to 16 The breakdown by gender is currently not available as it is not a regulatory requirement to report incidents based on gender.
403-2 Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	

GRI Content Index

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N/A	Non-compliance with existing policies and practices relating to the protection of confidential information	Sustainability Report - page 17 and page 18



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