



# SUSTAINABILITY REPORT 2022



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## About This Report

**BH Global Corporation Ltd (“BH Global” or the “Company” and, together with its subsidiaries, the “Group”) is proud to present its annual Sustainability Report for FY2021.**

Sustainability is a part of the Group’s wider strategy to create long-term value for all its stakeholders. The Group recognises the importance of economic, environmental, social and governance (“EESG”) considerations in creating value for our business and our stakeholders. We adopt the principles of sustainability throughout our value chain and continue to build sustainable practices in every aspect of the Group’s business in achieving high levels of integrity and excellence in its activities. The Board of Directors (the “Board”) oversees the management of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies.

In FY2021, the Sustainability team has conducted the stakeholder engagement survey to refresh the key concerns from our stakeholders which is as part of our business sustainability strategy.

This report aims to disclose our EESG performance that are considered most material to our Group’s stakeholders, including shareholders, suppliers, customers, business partners, management, and employees. The objective of preparing this report is to inform our stakeholders of the initiatives and strategies related to sustainability on which we are currently working on.

### Reporting Framework

This Report is prepared with reference to the Global Reporting Initiative (“GRI”) Standards: Core option and is aligned with the reporting requirements of the Singapore Exchange (“SGX”) Mainboard Rules 711A and 711B.

We applied GRI as the sustainability reporting framework as it is internationally recognised and is widely adopted, enabling us to achieve a comprehensive and comparable disclosure of environmental, social and governance performance in our material topics.

We have also augmented our reporting framework by integrating the United Nations Sustainable Development Goals (UN SDGs) into our reporting process to map our contribution to global sustainable development.

### Reporting Scope And Period

This Sustainability Report presents the annual sustainability performance of the Group during the financial year 2021 from 1 January 2021 to 31 December 2021, with historical performance data included for comparison, where available.

This report is the fifth Sustainability Report issued and it provides an update of the performance and targets on sustainability as set out in the previous report in the Annual Report for FY2020 issued on 6 April 2021.

The contents of this report emphasise BH Global’s efforts towards global sustainability through the Singapore operations of our six subsidiary businesses including:

- Beng Hui Marine Electrical Pte Ltd (“BHM”)
- SOPEX Innovations Pte Ltd (“SOPEX”)
- BOS Offshore & Marine Pte Ltd (“BOS”)
- Sea Forrest Engineering Pte Ltd (“SFE”)
- Sea Forrest Power Solutions Pte Ltd (“SFP”)
- Athena Dynamics Pte Ltd (“ADPL”)
- Omnisense Systems Pte Ltd (“OMS”)

This report shall be read together with the BH Global FY2021 Annual Report.

### Report Accessibility

To reduce our environmental footprint, we shall not provide hard copies of this report.

The Report will be publicly accessible through the Company’s website found at <https://www.bhglobal.com.sg/sustainability/>, as well on SGXNET.

### Feedback

Feedback from the Company’s stakeholders is imperative to our Group’s continued improvement and growth. Please let us have your views and suggestions by contacting us at: [SR@bhglobal.com.sg](mailto:SR@bhglobal.com.sg).

### Independent Assurance

The data and information provided have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy of data and information.

The Group has chosen to leverage internal verification mechanisms to ensure data quality and accuracy within this report. Hence, there is no independent external assurance for this report.

## Board Statement

BH Global's Board of Directors recognises the highest standards of professional performance, accountability, and transparency. The Board is committed to delivering long-term value for all stakeholders through good governance of economic, environmental, and social aspects of the business.

The Board, supported by the Sustainability Committee, has considered sustainability issues in its businesses and strategies, determined the material EESG topics and oversee the management and monitoring of these topics.

This Sustainability Report provides the details on how the Group manages the key EESG material topics to create positive values for our stakeholders and communities. The Board has reviewed and endorsed this Sustainability Report.



**Forging ahead towards  
“Building a Sustainable Future”  
for both the Group’s operations as  
well as the environment at large.**



## Chairman Statement

Dear Shareholders,

On behalf of the Board of Directors, I would like to present to you the Sustainability Report of BH Global Corporation Limited for the financial year ended 31 December 2021.

### Sustainability At The Core

Building a sustainable future is the key objective of BH Global’s transformation since 2013, to embrace technologies in relation to Environment, Digitalisation and Electrification. We aim to build businesses that can contribute towards long term sustainability in four key areas:

- positive economic development of the Group’s businesses;
- development of technologies and products with positive impact to the environment;
- compliance towards corporate governance; and
- to be a good corporate citizen with social responsibility.

The Group will be highlighting our progress towards the UN SDGs within the various diversified businesses. Amongst the 17 UN SDGs, we have identified eight goals where we can contribute, and in which we have the largest impact on. We hope to build trust and relevancy with the stakeholders through this identification exercise.

### Global Uncertainties And Challenges

We continue to live with the COVID-19 pandemic. Though the Omicron variant is more infectious than the Delta variant, the effects of infection are less severe with higher vaccination rates. Many countries, including Singapore, are relaxing control measures, and opening their borders to allow for international travel.

COVID-19 has resulted in greater emphasis on the adoption of EESG and increased scrutiny by stakeholders of how companies adopt such strong fundamentals. The Group needs to prioritise and materialise our EESG goals into the fundamental workings of day-to-day activities.

The USA-China trade war continues from the Trump to the Biden administrations, with the tariffs remaining in place. We are experiencing serious disruptions in global supply chains, with shortage of materials and components and delay in shipments. We also noticed a huge surge in logistics cost as well as metal commodity prices. The Russian-Ukraine war has caused oil prices to break through its peak in 2014 towards 2008 levels. On the other hand, the increase in oil price has stimulated more marine and offshore activities.

## **Improving Core And Continuous Green Initiatives**

The Electrical & Technical Supply unit benefitted from the improvement in business activities in the Marine & Offshore industries with the resumption of shipyards operations in Singapore and the region. Other than cables, we see an increase in demand for our proprietary SOP (Save Our Planet) brand of marine & offshore green LED lightings. We also developed and launched the complete series of SOPEX explosion-proof technical lightings (“SOP Ex-Proof”) for applications in hazardous environments. This will enhance our position to offer complete lighting solutions for projects other than for regular supplies.

The Group has also progressed in our aim to reduce energy usage within our operations through upgrading of more energy efficient air conditioning fixtures for our facilities and installing solar photovoltaic systems to mitigate our carbon emissions.

The Group has also signed up with the Carbon Pricing Leadership Coalition under the LowCarbonSG initiative in leading fellow companies to take responsibility in lowering our carbon emissions.

## **Green Sustainability And Decarbonisation**

At the COP26 Conference held in November 2021, a new comprehensive agreement was reached in which all countries would have a role in tackling climate change and with a key aim of keeping the global rise in temperature to below 1.5 degree Celsius. To achieve this target, the Intergovernmental Panel on Climate Change has concluded that global greenhouse gas emission needs to be reduced by 45% as soon as possible and to reach zero by 2050.

By 2030, the Maritime and Port Authority of Singapore (“MPA”) aims to reduce absolute emissions from the domestic harbour craft fleet by 15% from 2021 level, through the adoption of lower-carbon energy solutions such as blended biofuel, LNG, diesel-electric hybrid propulsion, and full-electric propulsion. MPA also aims for the harbour fleet to halve 2030-level emissions by transitioning to full-electric propulsion and net zero fuels by 2050.

Having successfully delivered the first diesel-electric hybrid fast launch in Singapore, the Integration Engineering Unit sees increasing demand in electrification and hybridisation of various types of harbour crafts in Singapore and regional waters. We will continue to invest in R&D to build up our technical competencies. We are collaborating with various key partners to seize upcoming opportunities and to support the decarbonisation initiatives in Singapore and regional countries.

## **Focus On Development And Building Partnership**

Demand for Mass Fever Screening System (“MFSS”) from Infrared and Thermal Sensing Unit slowed down after Q1 2021. The Unit is focusing on R&D and launching its full series of maritime night vision cameras (“NVC”) through its marketing office in Fort Lauderdale in Florida. We are establishing our sales and distribution channels in USA, the biggest market globally for NVC. We entered partnerships with all major Navigation Equipment Manufacturers in the USA to integrate our NVC into their systems.

The Cyber Security Unit sees successful delivery and implementation of its unique non-detection-based CDR (Content Disarmed & Reconstruction) technology. With its credentials and track record built up over the years, the Business Unit will continue to deliver disruptive cyber technologies and solutions to protect clients’ Information/Operation Technology networks against advanced persistent threats. It is now working on expansion into regional and global markets.

## **Environmental – Electrification – Digitalisation**

The Group will continue our transformation roadmap with a focus on initiatives related to the themes of Environmental – Electrification – Digitalisation. This represents our commitment in forging ahead towards “Building a Sustainable Future” for both the Group’s operations as well as the environment at large.

## **Appreciation**

On behalf of the Board, I would like to thank the support and contributions from all our staff, business partners, shareholders, government agencies and all other stakeholders in making FY2021 a successful year for BH Global.

**Vincent Lim Hui Eng**  
Executive Director and CEO

**Diminsense** | MASS FEVER SCREENING SYSTEM | **Sentry** MK4



The screen displays two views of two individuals. On the left is a thermal image where the individuals are shown in shades of blue and green, indicating their body temperatures. On the right is a standard video feed showing the same two individuals from the waist up, both wearing face masks. The thermal image includes a vertical color scale on the right side, ranging from blue (cooler) to red (warmer).

**STATUS**  
Camera Connection : Connected  
TRIS Connection : Connected

**TEMP**  
37.50 °C

**TIME**  
11:36:57  
MON, 11 APR 2022

**SYSTEM INFO**  
Display Palette : Privacy Level 1  
Console Firmware : 1.5.3  
Camera Firmware : 1.5.5  
iB Firmware : 7.3

Navigation icons: Play, Stop, Previous, Next





## Response to COVID-19

Considering the new normal of the pandemic, BH Global has taken care to review and diversify our markets to ensure business sustainability. Through the pandemic, we have further expanded into our digitalisation plans to connect with our clients more easily. The pandemic environment has also seen a resurgence in continued commercial interests towards the environmental and decarbonisation goals. BH Global has continued to place strong emphasis on initiatives relating to such interests.

Despite the unpredictable nature of the COVID-19 pandemic, BH Global has maintained our stance in providing a safe working environment for our employees and customers. The Management has continuously monitored and adapted our Safety Management Measures (“SMM”) to follow the latest guidelines from Ministry of Health, Ministry of Manpower, and Ministry of Trade & Industry.

Under the Crisis Management Team (“CMT”) led by our Executive Chairman and CEO, Mr Vincent Lim, a sub-Safe Management Committee (“SMC”) was formed to oversee the rollout of these measures. In addition, a Safe Management Officer (“SMO”) was appointed to lead the committee to achieve a safe workplace for everyone.

BH Global will continue to monitor the markets and ensure that SMM are in place, to ensure smooth business operations without compromising on high standards of health and safety for our employees and clients alike.

For more information on specific COVID-19 management policies and safety management measures employed by the Group, please refer to page 40 on COVID-19 Measures and Policies.



# Our Business

## Corporate Overview

Established in 1963 and listed on the SGX Mainboard since September 2005, BH Global is an established Group providing solutions internationally through five key divisions:

Electrical and Technical Supply	Green LED Lighting	Integrated Engineering	Cyber Security	Infrared Thermal Sensing Technology
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The Group is focused on continual transformation through sustainable Environmental, Electrification and Digitalisation initiatives.

## Global Operations

Headquartered at 8 Penjuru Lane, Singapore, BH Global manages businesses across Asia, the Middle East, and North America. Subsidiaries from BH Global have carefully analysed different markets across various continents to decide on stable and prosperous markets that will add the best value and growth to the businesses.

BH Global's diversification efforts aim to provide sustainability across all businesses. The Group continues to monitor new potential markets, while maintaining growth in current markets.



Driven by BHM, we are a one-stop marine and offshore electrical supplier to shipbuilding, ship repair, on-and-offshore and oil & gas industries worldwide. Boasting a total inventory hub, it ensures quality component integration with complete support solutions.



Developed and manufactured by GL Lighting Holding Pte Ltd, SOPEX Innovations and SOP stays committed to using its leadership position in the LED market to drive technologies and innovations towards decarbonisation through retrofitting of conventional lightings to LED.



Incorporated in 2014 and joining the BH Global family in 2021, SFE specialises in providing engineering solutions to marine and offshore vessel owners. With our in-house developed project management system, we provide customers with a one-stop solution for service and maintenance, structural and piping fabrication, and procurement services.

Established in 2020, SFP contributes to the sustainability efforts of the maritime industry through its Research and Development, EPCI (Engineering, Procurement, Commissioning and Installation) of maritime electrification solutions. Electrification of vessels (full electric, chargeable and non-chargeable hybrids) is a key technology in decarbonisation for the maritime industry.



BOS is a material stockist of Glass Reinforced Epoxy ("GRE") pipes for the region. GRE pipes have become increasingly sought after for marine scrubber and ballast water management system installations due to its anti-corrosion, light weight and long lasting characteristics.



OMS is a leader in thermal night vision and mass fever screening. With expertise in vision systems, infrared thermography and advanced mechanical design, Omnisense Systems developed key products such as the Mass Fever Screen System ("MFSS") and Marine Night Vision cameras.



ADPL is a trusted consultant and distributor of IT and OT cyber protection technologies by sourcing and bridging proven technologies to Singapore and the Asia Pacific region. Their specialities lie in critical information infra-structure and government agencies protection and enterprise IT Operation management products and services.

## Business Memberships

BH Global is a member of several interest groups and trade associations at both national and international levels. As an active participant in diverse industries, BH Global has associations in various memberships where the different subsidiaries within the Group take part based on their shared interests. The Group has also recently joined the Carbon Pricing Leadership Coalition (“CPLC”) and The Global Compact Network Singapore (“GCNS”) to help boost their sustainability efforts.

 <p>Association Of Singapore Marine Industries (ASMI)</p>	 <p>International Marine Purchasing Association (IMPA)</p>	 <p>International Shippers &amp; Services Association (ISSA)</p>
 <p>Singapore Association of Shippers &amp; Services (SASS)</p>	 <p>新加坡船舶物资商会 SINGAPORE SHIP-CHANDLERS ASSOCIATION</p> <p>Singapore Ship-Chandlers Association (SSCA)</p>	 <p>新加坡总商会 Singapore Chamber of Commerce &amp; Industry www.scci.sg</p> <p>Singapore Chamber of Commerce &amp; Industry (SCCI)</p>
 <p>Carbon Pricing Leadership Coalition (CPLC)</p>	 <p>United Nations Global Compact</p> <p>Global Compact Network Singapore (GCNS)</p>	 <p>SGTech</p>

As a part of the GCNS, BH Global has agreed to remain committed to The Ten Principles of the United Nations Global Compact (“UNGC”). The Group is committed to uphold fundamental human rights for all by ensuring proper respect for human rights and non-discriminatory labour practices for all employees, clients, and suppliers alike. We do not tolerate any form of corruption and any form of slavery, human trafficking and forced labour. To ensure our position as a market leader in environmental initiatives, we will continue to promote greater awareness for the environment through green initiatives.

## Business Certifications

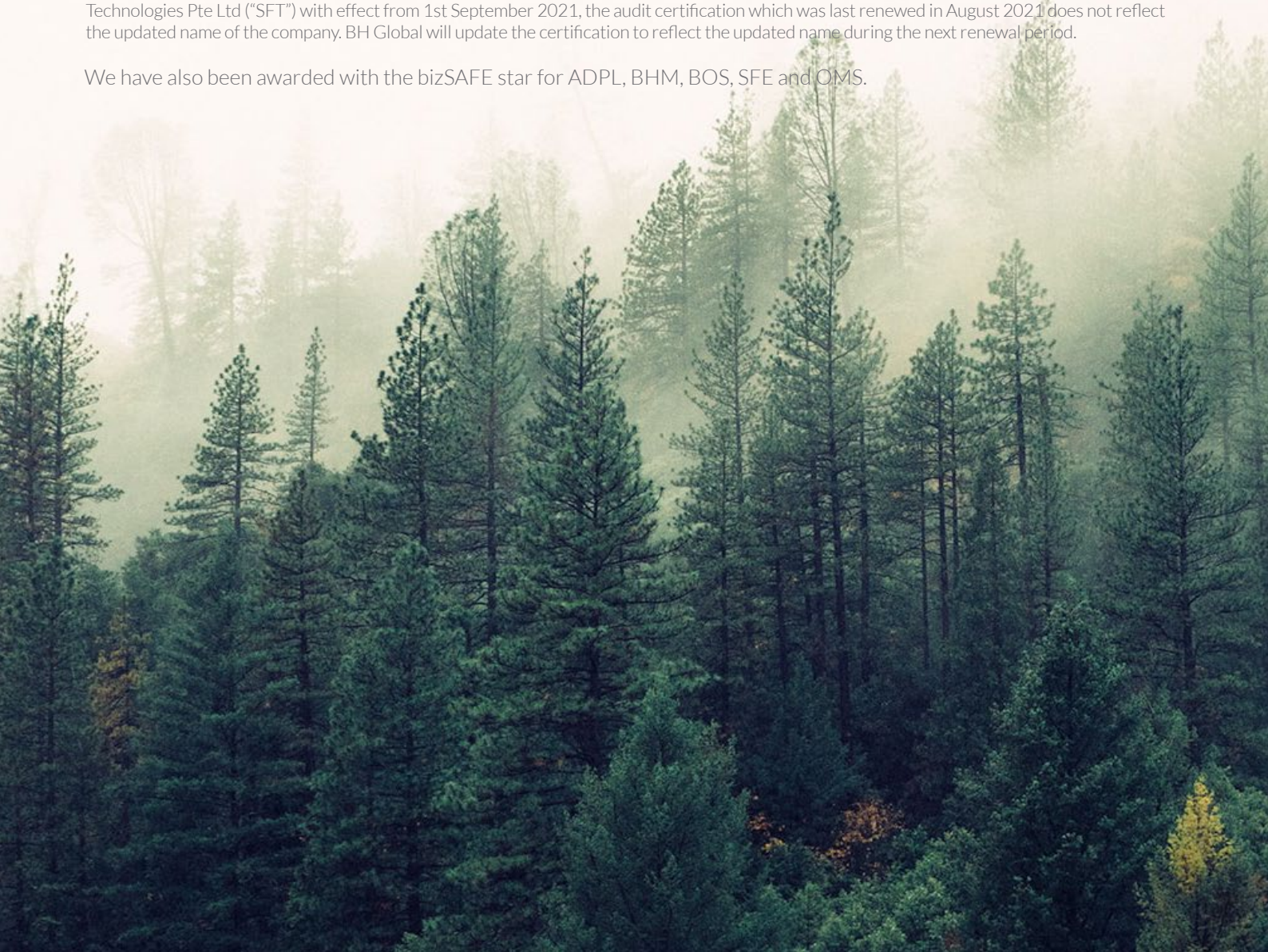
BH Global upholds high standards of health and safety for our employees. To ensure that our performance is on par with industry standards, we have secured the ISO 9001, 14001, 22301, 45001 and 27001 certificates for our various subsidiaries.

	ISO 9001	ISO 14001	ISO 22301	ISO 45001	ISO 27001
	Quality Management System (QMS)	Environmental Management System (EMS)	Business Continuity Management System (BCM)	Occupational health and Safety Management System (OHM)	Privacy Information Management System
Athena Dynamics Pte Ltd	✓	✓	✓*	✓	✓
Beng Hui Marine Electrical Pte Ltd	✓	✓	✓	✓	
BOS Offshore & Marine Pte Ltd	✓	✓	✓**	✓	
Sea Forrest Engineering Pte Ltd	✓			✓	
Sea Forrest Power Solutions Pte Ltd	✓			✓	
SOPEX Innovations Pte Ltd	✓	✓			
Omnisense Systems Pte Ltd	✓	✓	✓	✓	

\* ISO 22301 was awarded to Athena International Holdings Pte Ltd, the immediate holding company of Athena Dynamics Pte Ltd.

\*\* ISO 22301 was awarded to BOS Engineering International Pte Ltd, but as the company has gone under a name change to Sea Forrest Technologies Pte Ltd ("SFT") with effect from 1st September 2021, the audit certification which was last renewed in August 2021 does not reflect the updated name of the company. BH Global will update the certification to reflect the updated name during the next renewal period.

We have also been awarded with the bizSAFE star for ADPL, BHM, BOS, SFE and OMS.



## Our Sustainable Strategy



### Mission

We embrace technology, adapt and transform to build a sustainable future.



### Vision

We are positive, focused and committed to deliver values to all stakeholders.

Integrity and Discipline	We act with complete honesty and transparency, be responsible and accountable in all our dealings.
Teamwork and Performance	We are self-driven, cooperative, passionate and competent in achieving common organisational goals together with open communications.
Client Focused	We deliver total customer satisfaction with quality products, value added services and solutions.
Innovative	We embrace change with innovative ideas and solutions to constantly improve productivity and efficiency in our daily work.
Learning and Development	We continuously learn new skills and knowledge to develop our potential and be the leaders in our fields of expertise.

## Stakeholder Engagement & Material Topic Identification

BH Global has regular and ongoing interactions with various stakeholder groups, and the nature of such engagement varies based on their different interests. Our key stakeholders include internal and external groups, while also include individuals or entities such as subsidiaries and shareholders of BH Global.

### Reporting Scope and Boundaries

The content of this report is defined by the four Content Reporting Principles established by GRI as follows:

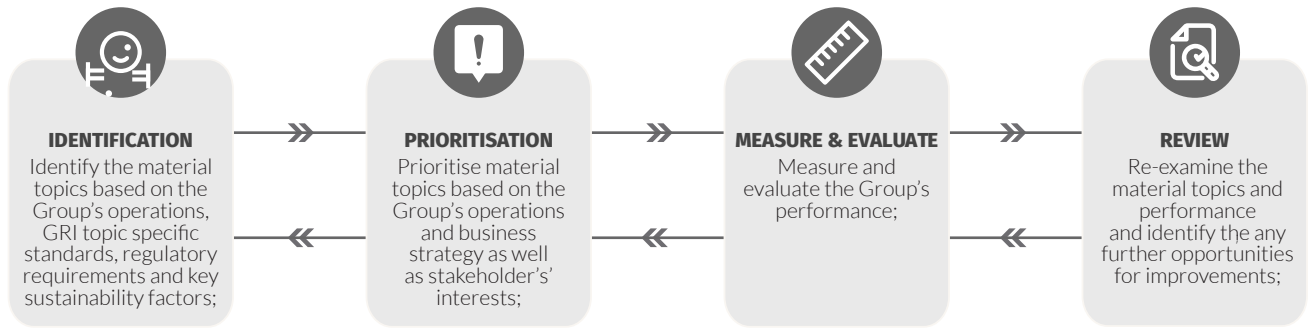
Principles	Objective
Stakeholder Inclusiveness	Defining stakeholders and explain how the Group has responded to their expectations and interests.
Sustainability Context	Presenting the Group's performance in the wider context of sustainability.
Materiality	Identifying the Group's significant EESG factors.
Completeness	Disclosing significant EESG factors and boundaries to assess the Group's performance in the reporting period.

The engagement channel with our key stakeholders is outlined in the following table:

Key Stakeholder	Definition	Engagement Channel
Business Partners	Institutional investors, equity analysts, and Securities Investors Association of Singapore (SIAS)	Annual General Meeting Half year and full year financial results announcements via SGXNET Disclosures of information on matters of material impact or significance through SGXNET and other information channels Update of important events and business developments through the corporate website and social media platforms such as LinkedIn and Facebook
Customers	Corporate, Retail customers, general public.	Site visit & workshops Phone calls Email contacts Formal & informal meetings
Government Agencies and Regulatory Authorities	Ministry of Manpower (MOM), National Environment Agency (NEA), Ministry of Trade & Industry (MTI), Maritime Port Authority (MPA)	Participation in initiative led by government agencies Annual service audits
Suppliers and Contractors	Delivery partners, international and local goods suppliers and contractors.	Site visit & workshops Phone calls Email contacts Formal & informal meetings
Internal Management and Employees	Full-time, contract and temporary workers include those of managerial level.	Regular dialogues Training programmes Work related meetings and discussions

## Management Approach

The BH Global Sustainability Steering Committee re-evaluated the material topics from FY2020 and updated the list under our four-step process.



## Material Topics Identification

In FY2021, BH Global Management and our Sustainability Steering Committee worked with our Sustainability Consultants, Virtus Assure Pte Ltd, to conduct a key stakeholder survey and materiality assessment to identify the relevant EESG topics based on what the Group has considered important to our stakeholders in FY2021.

The following tables reflect the interests from our key stakeholders.

Stakeholders	Business Partners	Customers	Government Agencies and Regulatory Authorities	Suppliers and Contractors	Internal Management and Employees
Interests	<ul style="list-style-type: none"> <li>Anti-Corruption Measures</li> <li>Economic Performance</li> <li>Employee Training and Skill Development</li> <li>Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Anti-Corruption Measures</li> <li>Energy Saving and switch to the Renewable Energy</li> <li>Cyber security and Customer Data Privacy</li> </ul>	<ul style="list-style-type: none"> <li>Anti-Corruption Measures</li> <li>Employee Training and Skill Development</li> <li>Occupational Health and Safety</li> <li>Economic Performance</li> </ul>	<ul style="list-style-type: none"> <li>Anti-Corruption Measures</li> <li>Fair Employee Relationship</li> <li>Cyber Security and Customer Data Privacy</li> <li>Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Anti-Corruption Measures</li> <li>Fair Employee Relationship</li> <li>Employee Training and Skill Development</li> <li>Occupational Health and Safety</li> </ul>



Based on the stakeholders' interests and the organisation's business strategy, we have identified and revalidated the material EESG topics. For the reporting year of FY2021, in accordance with the GRI principles, the following 8 material topics have been identified and presented as below:

	Material Factor	Stakeholder Group	FY2022 Target	Key Initiatives to be continued/implemented	Relevant SDGS
ECONOMIC/GOVERNANCE	Business Conduct/Ethic (Anti-Corruption Measure) GRI 205-3	Business Partners Customers Government Agencies and Regulatory Authorities Suppliers and Contractors Internal Management and Employees	Maintain zero cases of corruption within the organisation.	Upkeep of anti-corruption policy within the Group Continue educating employees on the anti-corruption policy Improve work processes on governance	 
	Business Growth GRI 201-1 GRI 201-2	Business Partners Government Agencies and Regulatory Authorities	Focus on businesses with high Return of Sales ("ROS") Focus more on sustainability initiatives	To be costs efficient and more competitive with innovative products and solutions Introducing and emphasising green initiatives to clients	  
ENVIRONMENT	Climate Action Energy Saving and Switching to Renewable Energy GRI 302-4 GRI 305-5	Customers Internal Management and Employees	Maintain zero non-compliances with environmental laws Achieve 65% less dependence on electricity generated from fossil fuels Achieve overall reduction of energy usage by the group Provide customers with more opportunities for energy saving options	Implement annual reviews for environmental law impacts and compliance. Monitor newly installed photovoltaic system for effectiveness Implement new facility upgrades to provide more energy savings. Continue with R&D on energy saving technologies in electrification	    
	Environmental Compliance GRI 307-1	Government Agencies and Regulatory Authorities Customers Internal Management and Employees	Maintain zero cases of non-compliance to environmental laws and policy	Continue with regular review and implementation of environmental policies	 
SOCIAL	Fair Employee Relationship GRI 405-1	Business Partners Suppliers and Contractors Internal Management and Employees	Maintain no negative comments from employees Regular dialogue with employees	Implement regular review of fair employee policies	
	Skill Development GRI 404-1 GRI 404-2	Business Partners Internal Management and Employees	Increase training hours per employee from 6.5 to 7 hours per employee	Suggest and provide more training programs for employees to attend	
	Occupational Health and Safety GRI 403-1 to GRI 403-10	Business Partners Government Agencies and Regulatory Authorities Suppliers and Contractors Internal Management and employees	Maintain zero cases of workplace injuries and fatalities Maintain subsidiary compliance to ISO standards	Continue with annual review of ISO 45001 and BizSafe materials Provide training and education for employees on workplace safety Adopt best industrial standards for workplace safety	
	Cyber Security and Customer Data privacy GRI 418-1	Customers Suppliers and Contractors	Maintain zero cases of data privacy compromises Continual improvement in cyber health practices and solutions	Provide proper education for employees on trending data privacy scams. Conduct table top exercises for employees to practise safe cyber habits Annual review of data privacy policies	  



## Supporting the United Nations Sustainable Development Goals



The UN SDGs provided a shared roadmap for governments, private sectors, and civil societies to address the most pressing social and environmental issues faced by our society today.

In BH Global, we recognise the importance as a private organisation and shall play our part in supporting the 17 global goals and delivering our commitment in supporting the global agenda.

In FY2021, we mapped 17 global goals over our material topics and decided to focus on the following goals in our business strategy.



# OUR HIGHLIGHTS FOR YEAR 2021

GENERAL



REVENUE  
**\$46.8** MILLION  
GROSS PROFIT  
**\$19.4** MILLION

DIVERSIFIED INTO  
**5** BUSINESS SEGMENTS



JOINED  
UNITED NATIONS  
GLOBAL COMPACT



ISO QUALIFICATION

9001 14001  
22301 45001  
27001

ENVIRONMENT



**67%**

LESS DEPENDENT ON  
ENERGY FROM FOSSIL FUELS  
*(DUE TO PHOTOVOLTAIC SYSTEM INSTALLATION)*

**0**

CASES OF NON  
COMPLIANCE WITH  
ENVIRONMENTAL LAWS



**61.4%**

SCOPE 2 EMISSION REDUCTION  
AFTER FACILITY UPGRADES

EMISSION  
RECORDING  
FOR ALL  
SUBSIDIARIES



SOCIAL

**0**

CASES OF  
WORK HOURS LOST  
WORK INJURY  
AND FATALITIES  
CORRUPTION

**971.2**

TOTAL TRAINING HOURS  
ACROSS ORGANISATION

**100%**

EMPLOYEES TRAINED



# ECONOMIC & GOVERNANCE

SINGAPORE 1000

Key Material Topics	Key SDGs	Key GRI
Business Conduct Economic Performance	  	102-18 - Governance Structure 201-1, 201-2 - Economic Performance 205-2, 205-3 - Anti-Corruption

*BH GLOBAL CORPORATION LIMITED*

*on your achievement as a*

**SINGAPORE 1000 COMPANY**

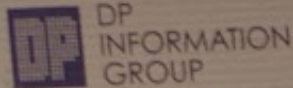
**Public Listed Companies 2015**



*Chen Yew Nah*

**CHEN YEW NAH**  
Managing Editor

Ranking Body & Publisher



## Our Governance

### Corporate Sustainability Governance

The Group Sustainability Committee ("SC") comprises:

Mr Vincent Lim Hui Eng (Chairman)

Mr Patrick Lim Hui Peng (Member)

Mr Mark Weng Kwai (Member)

The SC was formed in 2016 and headed by the Executive Chairman and Chief Executive Officer. The SC's responsibilities, as set out in its written terms of reference approved by the Board, are in the Group's environmental, social and governance policies in line with SGX's guidelines and regulations.

The SC has formed a Sustainability Governance Structure consisting of discipline-specific working groups, identifying possible material topics and to reach an agreement on the action plan for the reporting process.

The Sustainability Steering Committee, composed of the CEO, CCO, CFO and subsidiary CEO and directors, provides guidance on the Group's sustainability strategies to all employees through the Sustainability Working Committee which is made of the manager level of each subsidiary. The Sustainability Steering Committee gathers and reviews feedback from all employees, before reporting the progress for delivering targets and plans to the Sustainability Committee.

The Board of Directors and Sustainability Committee will then evaluate the sustainability management performance of the Group and key material issues identified by stakeholders before endorsing the various targets and plans accordingly.



### Business Ethics

Our core values at BH Global fosters a culture where we are committed to conducting our business responsibly. We remain dedicated in upholding our business ethics and integrity to enforce a system where fraud, corruption and unethical actions are not tolerated.

Our Code of Business Conduct and Ethics is built on our commitment to ethical business conduct and regulatory compliance. We continue to work towards meeting client's requirements and government regulations regarding cybersecurity, data governance and protection and business continuity.

The group has established corporate policies and internal controls that are applicable group wide as presented here:

- Code of Business Conduct
- Personal Code of Conduct
- Supplier Code of Conduct
- Anti Corruption Policy
- Whistle Blowing Policy
- Conflict of interest Policy
- Securities Trading Policy

## Anti Corruption Policy (205-3)

Code of Conduct and Ethics are put in place by the Board to facilitate the desired organisational culture and to ensure proper accountability within the Company. Anti-bribery and corruption risks are assessed and alleviated within our risk register process which is applied across all six of the Group's businesses.

Employees are required to comply with the set policies and procedures covered in the Code of Conduct, which is briefed to all employees upon confirmation of employment and made available to access anytime.

Directors and employees are also kept updated on developments and changes to the applicable laws and regulations through regular training and communication.

In FY2021, the Board confirmed that there were no corruption investigations launched against BH Global.

Our goal for FY2022 is to continue the good record of having no cases of corruption against the Company.

## Whistle Blowing Policy

Pursuant to the amended Rule 1207 (18A and 18B) of the SGX Mainboard Rules (eff. 1 January 2022), the Management has put in place a whistle blowing policy and procedures fully endorsed by the Audit Committee ("AC") and approved by the Board, through which employees of the Company may raise concerns about possible improprieties in the matter of financial management and reporting, misconduct or wrongdoing relating to the Company.

A whistleblower may either submit their report to the Lead Independent Director via email at [whistleblow@bhglobal.com.sg](mailto:whistleblow@bhglobal.com.sg) or call the hotline at +65 6210 8088 or mail the report in an envelope marked as "Private and Confidential" to the following address:

To: Lead Independent Director  
c/o: BH Global Corporation Ltd  
8 Penjuru Lane, Singapore 609189

The Company ensures that the identity of the whistleblower is kept confidential. The Whistleblowing Policy is intended to safeguard the whistleblower's identity, and therefore undertakes to treat all whistleblowing reports as confidential. All reports of violation or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct adequate investigation, or unless otherwise required by law. Every effort will be made to protect the whistleblower's identity.

The Company has designated an independent function to investigate whistleblowing reports made in good faith. The whistleblower may report to the Lead independent director when he or she has a reasonable belief that there is serious malpractice relating to any wrongful activities or wrongdoings. Where the implications involve the Board/AC members and/or Management, the Lead Independent Director will report directly to the Board Chairman.

## Conflict of Interest

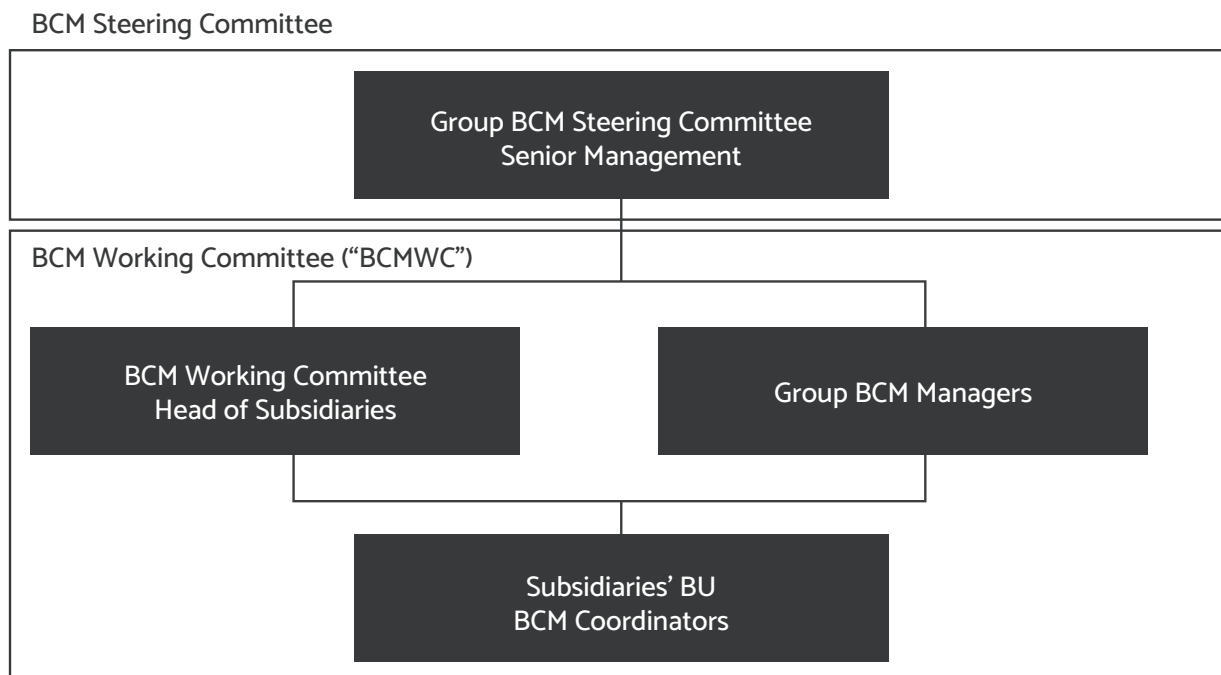
The Conflict of Interest Policy applies to the Board and all employees of the Group. Board members and all employees have an obligation to act in the best interest of the Group. Conflict of interest may arise when an individual's personal or family interests and/or loyalties conflict with those of the Group.

The aim of the policy is to protect both the Group and individuals involved from any appearance of impropriety. Board members and employees are required to declare their interest, and any gifts or hospitality received in connection with their role in the Group. A "Declaration of interest" form is provided to help facilitate the process. To ensure effectiveness, the declaration form is refreshed annually and when any changes occur. Changes to any personal details of self and close family members are to be declared in the refreshed document.

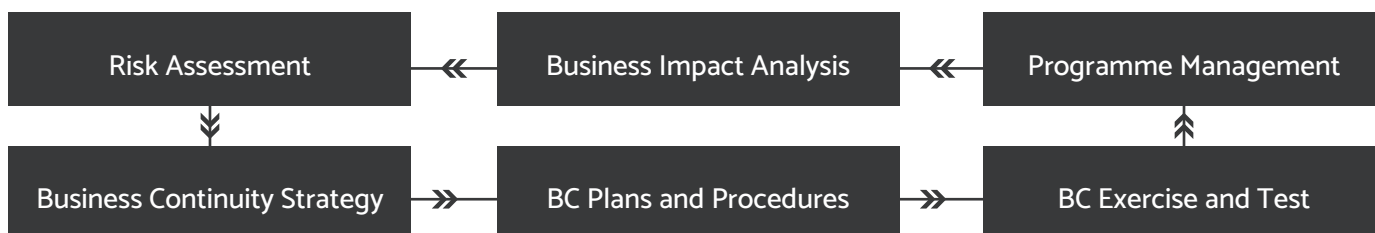
## Business Continuity Management

BH Global has developed a Business Continuity Plan for our subsidiaries in alignment with the requirements of ISO 22301:2019 Business Continuity Management Systems (“BCMS”) requirements in the event of an incident with adverse impact. The main objective is to ensure each respective subsidiary will be able to continue all identified prioritised activities at a measurable service level within the agreed Recovery Time Objectives (“RTO”) and Recovery Point Objectives (“RPO”) in the event of disruption, incident, crisis, or disaster.

Our Business Continuity Plan is led by the Group’s BCM Steering Committee (“BCMSC”) consisting of several members from Senior Management. The BCMSC manages the Group’s BCM managers and the BCM working committee. BCM coordinators under each subsidiary shall develop and coordinate BCM plans based on specific risk assessments pertaining to the individual company.



BH Global’s BCMS framework consists of a six-step continuous cycle. Each subsidiary has defined its own BCMS scope to allow for the capability and capacity to ensure recovery and continuity in provision of its products and services. This process helps to identify the potential risks and threats at physical sites which may cause disruption and adverse impacts to the critical services identified during the Business Impact Analysis.



BH Global’s Minimum Business Continuity Objectives (“MBCO”) are in accordance with the capabilities and the sector of which the Group has decided upon. On a broader scale, all subsidiaries will aim to resume prioritised activities within 1 to 3 days and provide priority services to their Top 5 to Top 20 customers, by keeping in contact and providing updates to keep them informed of the latest situation.

BH Global has also put in place an Emergency Response Plan (“ERP”) that will be activated in the case of a critical emergency event to maximise employee’s safety and minimise the impact on critical operations. Emergency Response Team Leaders and first aid officers are elected and provide training on how to lead the organisation through the series of steps to take during these events. The Group conducts an annual fire drill exercise as part of ERP training for the organisation. The fire drill exercise educates employees on evacuation procedures in the case of a fire emergency. Despite the current limitations on physical fire drill exercises, Table-Top Exercises are still conducted with relevant personnel to keep them refreshed and updated on the Group’s ERP.

The Management has placed added emphasis on the importance of a comprehensive Business Continuity Plan to ensure that employees are well prepared and that key operations and services to our customers are minimally disrupted.

Currently, four out of our six subsidiaries have been ISO 22301:2019 qualified and BH Global is working towards ensuring all subsidiaries have the necessary documentation to apply for the ISO in the coming years.



## Economic Review and Growth

BH Global aims to create long-term economic growth while taking into consideration the environmental, social and safety aspects of the community and our people. In FY2021, the Group continued to invest in selective advanced technologies to further strengthen its business operations.

### Group Performance Summary (201-1)

The Group's revenue declined by 12% to S\$46.8 million in FY2021 mainly due to lower revenue contribution from the Security and Integration Engineering Divisions.

The Group's gross profit declined by 28% to S\$19.4 million in FY2021 mainly due to lower revenue from the Security and Integration Engineering Divisions, partially offset by higher revenue from the Electrical and Technical Supply Division. Overall gross margin decreased from 51% in FY2020 to 41% in FY2021 mainly due to lower revenues from the Infrared and Thermal Sensing Technology business under the Security Division.

Other operating income decreased significantly by S\$1.0 million in FY2021 mainly due to reduction in government grant income.

Selling and distribution expenses decreased by S\$2.4 million (20%) mainly due to decrease in personnel related costs with the reduction in turnover, decrease in write-down of inventories and reversal of provision for liabilities made previously, which was no longer required as the liquidation of Gulf Specialty Steel Industries LLC (a 51%-owned joint venture of the Group) has been completed. Administrative expenses increased by S\$0.3 million (54%) mainly due to an increase in personnel related costs.

For FY2021, the Group registered a decrease in net profit of 9% to S\$4.4 million compared to \$4.9 million in FY2020.



## Segmental Overview

### Electrical and Technical Supply

The Electrical and Technical Supply division accounted for 74% of the Group's turnover in FY2021. Revenue from the division increased S\$5.4 million (19%) to S\$34.8 million in FY2021 as the industry continues to recover in the level of activities, with the resumption of operations by shipyards in Singapore and in the region.



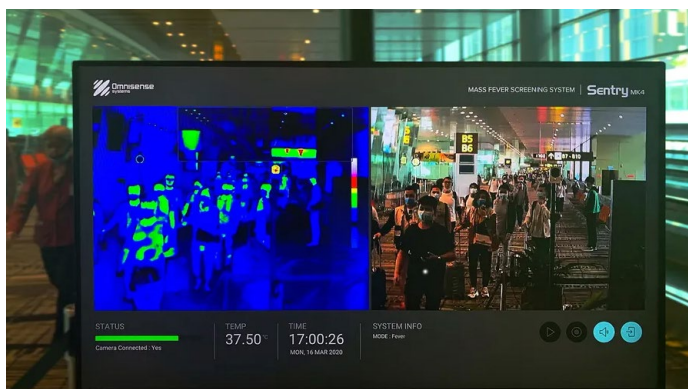
### Green LED Lighting

The Green LED Lighting division is driven by the Group's associated company, GL Lighting Holding Pte Ltd ("GLH"). GLH reported a higher loss in FY2021 as compared to FY2020 as the operations continued to be affected by the restrictions in business development activities due to COVID-19 pandemic and the trade war between USA and China.



### Security Division

The Security segment comprises the Cyber Security and Infrared and Thermal Sensing Technology divisions. This segment accounted for 20% of the Group's revenue in FY2021 compared to 38% in FY2020. The revenue decreased significantly by S\$11.1 million mainly due to the drop in demand for its Mass Fever Screening System from the Infrared and Thermal Sensing Technology division. On the other hand, the Cyber Security business registered an increase in revenue of S\$2.5 million with improvement in the order in-take from customers.



### Integration Engineering

The Integration Engineering division accounted for 6% of the Group's turnover in FY2021. Revenue from this division decreased by S\$0.7 million (20%) in FY2021 mainly due to the reduction in revenue of S\$2.2 million for the GRE pipes. The reduction was because of the lower level of activities of customers due to the COVID-19 pandemic and lack of scrubber projects. This was partially offset by the revenue contribution of S\$1.5 million from the newly acquired afloat repairs business and the newly established electric propulsion business.



For a more detailed breakdown of the Group's financial review for the past three years, please refer to page 21 of our Annual Report for FY2021, Operational and Financial Review.

## Strengthen Business Operations (201-2)

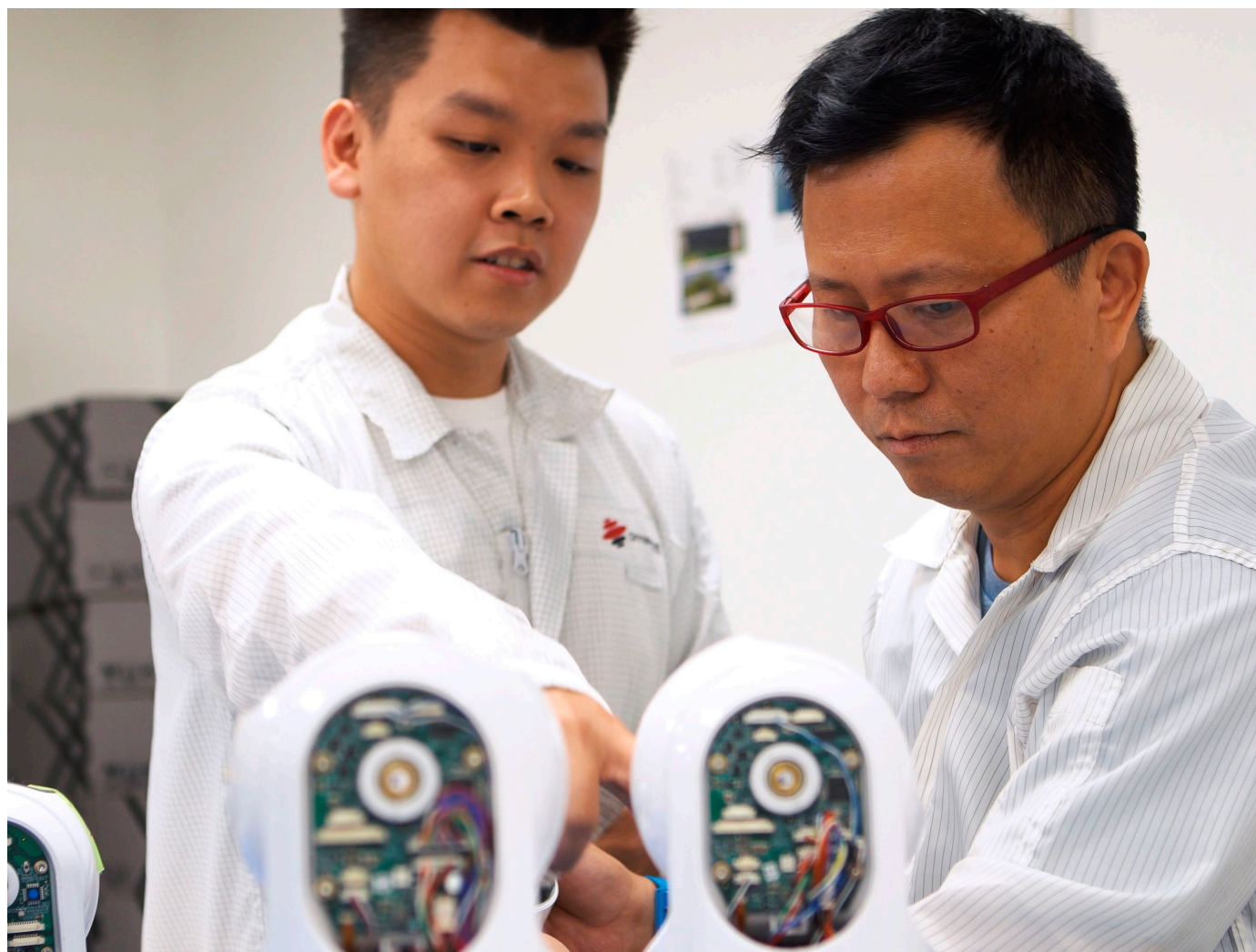
Business as usual is no longer an option in the new climate and pandemic economy. The new normal is assessing the foundations of many companies and challenging its generation of economic value. Businesses that have built strong foundations through effective sustainability planning and integration can steer successfully and demonstrate their resilience in the ever-changing economic, social, and environmental landscape.

The Group has businesses spanning across various stages of growth.

BHM is a mature business with steady growth in terms of financial and market share. BHM understands that it is key to stay ahead and relevant amidst the global market developments. The Company is evolving the organisational structure to promote innovation. This approach provides a constant influx of fresh perspectives. BHM also invests in internal employee and recruitment branding to attract and retain their talent. The initiatives towards Environmental and Digitalisation forms the core of their business strategy.

ADPL and OMS are in the growth and expansion phase and are constantly driven to achieve financial and growth targets. Athena Dynamics's focus on game-changing, disruptive IT & OT cyber protection technologies gives them an edge over competitors to diversify and grow revenue sources. Omnisense Systems extensive experience and expertise in vision systems, infrared thermography and advanced mechanical design and significant capabilities in the realm of highly integrated digital system design and development has enhanced their brand equity to allow them to capitalise on the growing prestige.

The Group's new business in SFP sees numerous potential opportunities in terms of Sustainability- Decarbonisation, Electrification, Wireless Charging, Energy Storage and Renewable Energy. The team is currently building their strategic business plans and streamlining the Research & Development roadmaps. SFP's latest milestone consists of being one of the seven entities in the Coastal Sustainability Alliance targeted to decarbonise Singapore's coastal delivery system with SFP providing Electrification and Wireless charging technology for the fully electric and hybrid vessels. The Group's directions of environment, electrification and digitalisation towards a sustainable economy is aligned with the Alliance's broad framework in these areas.



## Our Future Plans

Digitalisation is at the heart of the Group's transformation and diversification strategy as we enhance our adaptability and resilience in the face of the changing business landscape towards the goal of a Technology Company. For FY2022, BH Global is focusing on operational growth for its businesses with high ROS to allow the Group to improve our quality of business and gradually transform ourselves into a technology-based organisation. We incorporate digital technologies in cross-functional projects and integrate physical infrastructure and services into the digital space. We believe that innovation will boost productivity and efficiency of the Group and bring about quality and value enhancements to our products and services. BH Global also recognises the importance of refining our operations through increased governance and authorisation processes.

With external pressures from worldwide and government initiatives such as the Paris Agreement and SG Green Plan 2030, the Group will put in more focus towards our sustainability initiative to leverage on this unique opportunity to not only improve the Group's environmental sustainability but also provide an exemplary lead for other entities to do the same. Such initiatives include Green LED retrofitting, Vessel Electrification, Green Energy storage and GRE piping solutions.

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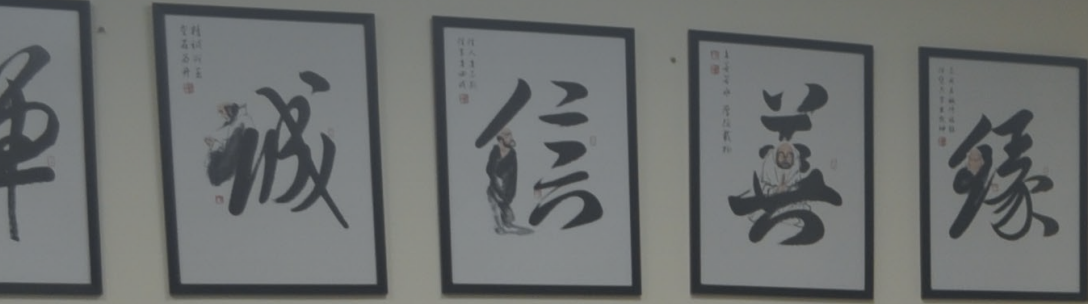
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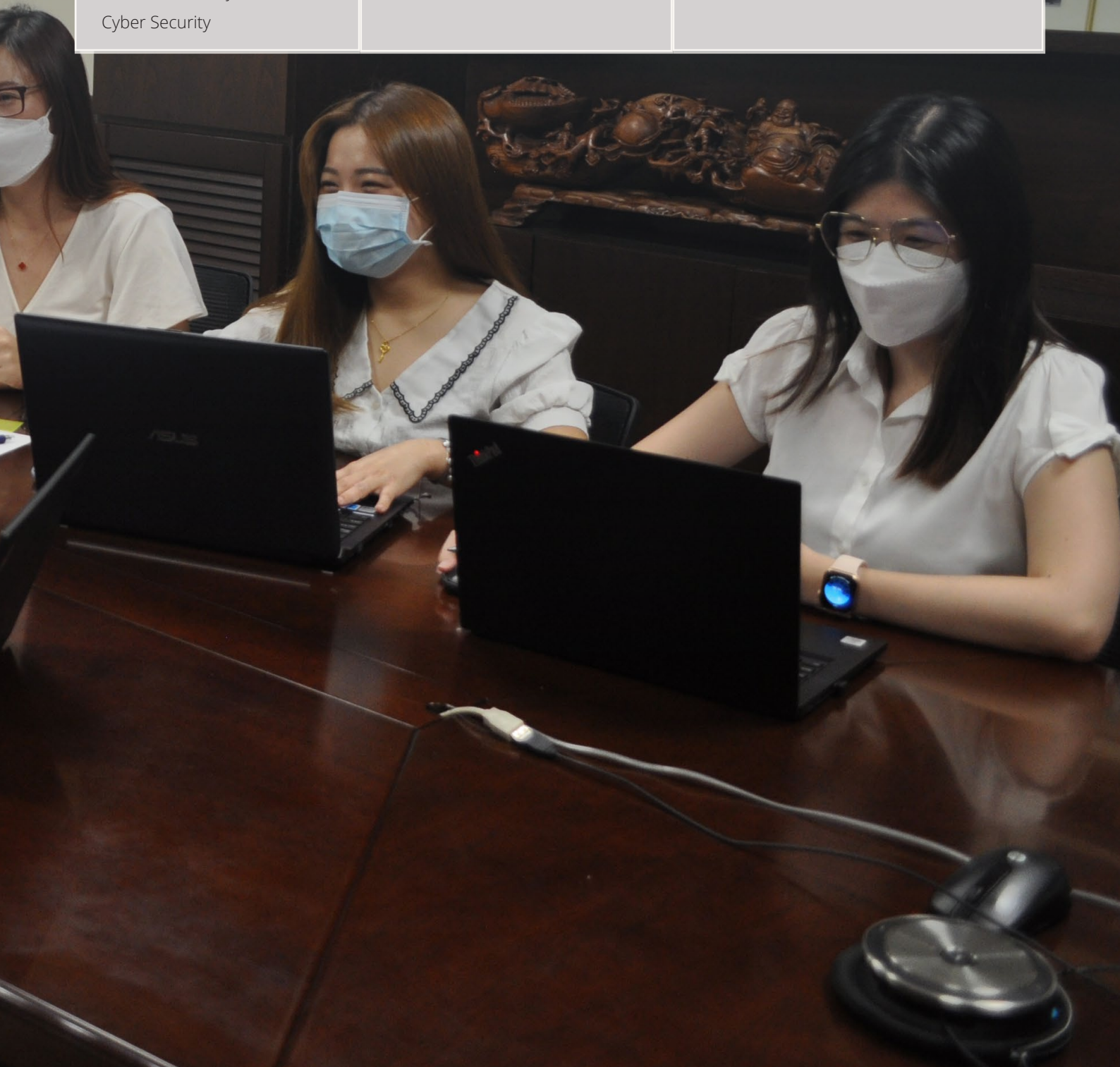
Main





# Social

Key Material Topics	Key SDGs	Key GRI
Fair Employment Diversity and Equal opportunity Employee Skill Development Talent Management Occupational Health and Safety Customer Privacy Cyber Security	    	102-8 - Information on employees and other workers 403-1 to 403-10 - Occupational Health and Safety 404-1, 404-2, 404-3 - Training and Education 418-1 - Customer Privacy



## Human Capital

To regulate the Group's human capital management policies with required standards, we referenced Enterprise SG's general benchmarking guide and the Human Capital Diagnostic Tool for fair wages, employment conditions and employee turnover policies.

### Employee Relationship (405-1)

As of 31 December 2021, the Group has 149 full-time employees with 97 males and 52 females in its workforce. The Group saw a younger mix in FY2021 with 13% of the employees below 30, 52% between 31-50 and 35% above 50.

The Group's male to female percentage ratio has remained similar over the past 3 years, and this is likely since our Group is in businesses ranging from the Marine, Engineering, Information Technology and Cyber Technology sectors which have traditionally been dominated by male gender.

Our Employees	FY2019	FY2020	FY2021
<b>Total Number of Employees</b>			
All	132	140	149
<b>Total Number and percentage of employees, by gender</b>			
Male	87 (66%)	93 (66%)	97 (65%)
Female	45 (34%)	47 (34%)	52 (35%)
<b>Total Number and percentage of employees, by age</b>			
< 30 years old	13 (10%)	14 (10%)	20 (13%)
30 - 50 years old	75 (57%)	75 (54%)	77 (52%)
> 50 years old	44 (33%)	51 (36%)	52 (35%)

The Group promotes inclusivity and diversity within our work environment, helping to enhance overall work experience and encourage an environment where employees can actively contribute their knowledge and abilities towards the development of the Group. BH Global believes that having a sustainable mindset towards our employees can help us build a future-ready workforce that is equipped with the necessary skillset to progress in the advancing society.



## Fair Employment Policies

BH Global strives to create a work environment that is safe and inclusive for all employees. To ensure our progression towards a non-discriminatory environment, the Group's Human Resource department has enacted several policies to ensure all employees regardless of status, gender or age will be treated fairly and is judged based on merit and meritocracy.

### Equal Employment Opportunity Policy

The Company administers its personnel policies, programs, and practices in a non-discriminatory manner in all aspects of the employment relationship, including recruitment, hiring, work assignment, promotion, transfer, termination, and selection for training.

It is also the Company's policy to undertake special efforts to:

- Develop and support educational programs that facilitate employment of minorities and women
- Develop and offer work arrangements that serve to meet the needs of all employees in maintaining a healthy work life balance
- Establish group wide training and developmental efforts, policies and programs that support diversity in the workforce and enhance the representation of minorities and women throughout the Company
- Assure a work environment free from sexual, racial, or other harassments.

### Appointment and Duties Policy

Any acceptance of an offer of appointment must have the prior approval and authorisation of higher Management. Approval may be granted where the appointment will not:

- Create a conflict of interest in the employee's existing substantive appointment
- Adversely affect the employee's performance in their existing substantive appointment
- Impose an unreasonable workload inconsistent with their continued health and safety



## Skill Development (404-1)

We continue to cultivate a learning environment for our employees, actively investing in their training and development programs. We organised in-house training programmes and sent the employees for external courses. These programmes are aimed at broadening employees' knowledge and skill sets, increasing their efficiency while engaging and sustaining a productive workforce. We encourage employees to continue upgrading their knowledge in various areas, such as finance, accounting, marketing, information technology, technical and operational fields. This helps the Group to achieve better productivity, spur organisational growth and achieve transformational change to build a more sustainable organisation.

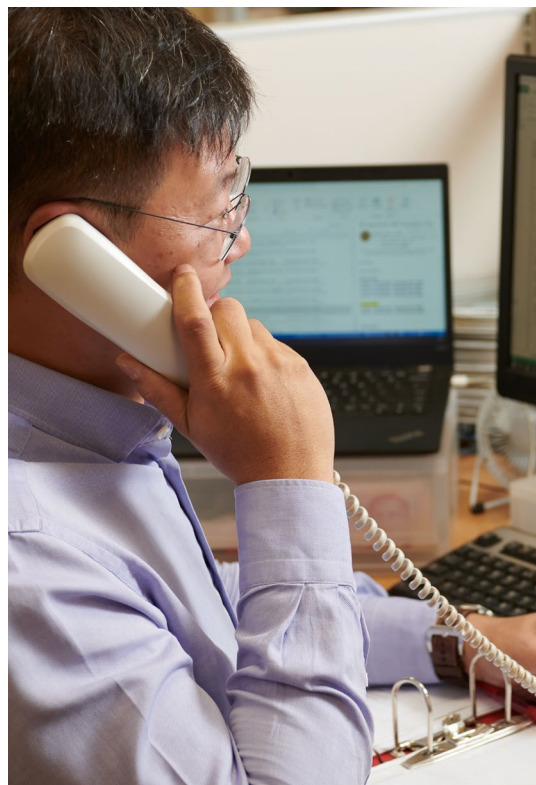
BHM has also been awarded ITE Certified On-the-Job Training Centre (COJTC) as of September 2020 for structured OJT and best practices, with one of our employees being certified as a trainer for the installation of LED lightings. This has helped to improve the quality of our workforce and to develop our training blueprint.

Potential future leaders of the Group also went through programmes such as talent management workshops and leadership training to prepare them for management and leadership roles.

Total training hours for the Group in FY2021 increased 17% to 971.2 hours, averaging 6.5 hours per employee in FY2021. The Group managed to achieve our FY2021 target of 5.5 training hours per employee and has set a new target of 7 training hours per employee in FY2022.

While we are aware that there is a disparity between the number of training hours recorded by male and female employees in FY2021, we note that this is primarily due to most training courses being warehouse and sales related, and where employees in these areas are mainly males.

The Group will monitor the training hours undertaken by male and female employees to ensure that there are equal opportunities for both genders, and to consciously source for and provide more relevant training opportunities to female employees.



Training Hours	FY2020 Target	FY2020	FY2021 Target	FY2021	FY2022 Target
<b>Total Hours</b>					
Average training hours per employee	4.0	5.4	5.5	6.5	7
<b>Average number of hours per employee by gender</b>					
Male	N.A.*	6.0	N.A.*	7.5	8
Female	N.A.*	4.0	N.A.*	4.6	6
<b>Average number of hours per employee by employee category</b>					
Managerial Role	N.A.*	12.8	N.A.*	11.9	12
Non Managerial Role	N.A.*	3.6	N.A.*	4.3	5

\*Note: N.A. means the targets were not set.

## Global Ready Talent Programme

BH Global also accepts interns under the Global Ready Talent Programme, where the Group trains young Singaporeans to deepen in-market knowledge and groom the talents with the skills to help the business expand locally and in overseas markets. Over the years, the Group has accepted interns from various polytechnics in Singapore and offered full-time positions to suitable candidates after the completion of their diploma.

## Upskilling of workers (404-2)

For the coming FY2022, BH Global plans to increase investment on upskilling of employees through introducing additional training courses for senior management employees and to increase the total overall number of training hours completed by the Group. Eventually, the Group hopes to be able to allocate specific training courses, like sustainable skill development and green energy related courses, to better meet employees' needs.

Some examples of training courses offered to employees are as follows:

- Information Technology (Cybersecurity, Data Protection)
- SNEF courses
- Business Continuity Program ("BCP"), ISO courses
- COVID-19 related Training
- Finance (Credit Controls, Debt Recovery, Accounting software training)
- In House Knowledge Enhancement Training
- Sustainability Induction Training (Carbon Emission Recording)

In FY2022, the Human Resource committee is arranging for additional internal and external courses such as:

- Internal
  - In-house annual ISO/awareness training
  - Product training
- External
  - Psychological Training eg. how to manage stress during COVID

There is an annual performance evaluation where all employees will participate in a cross-evaluation with their in-charge supervisors or the relevant management as an opportunity for a discussion regarding work performance, to identify their strengths and weaknesses for the required job scope, offer feedback for future improvement, and to set performance targets.



## Occupational Health & Safety (“OHS”)

### OHS Policies and Guidelines (403-1)

We review our OHS policies yearly, consulting our staff members and incorporating additional rules to help further enforce the high standards that we have across the entire organisation. Because of our diversified fields, all workers working under the corporate building or onsite will be under the same stringent health and safety protocols and training to lower the risk of accidents happening.

With continual vigilance from staff members and key Management alike, BH Global has achieved bizSafe Star for ADPL, BHM, BOS, SFE, SFP and OMS for FY2021. We have also managed to maintain our ISO 45001 for Occupational Health and Safety management for ADPL, BHM, BOS, SFE and OMS. We will continue to implement and upgrade the various OHS policies to ensure everyone’s safety is kept at the highest level.

### OHS Committee and Hierarchy (403-4)

Our OHS committee was created in accordance with ISO 45001:2018 guidelines and is spearheaded by CEO and Chairman Mr Vincent Lim who is assigned authority for the successful implementation and improvement of the OHS system in the Group.

Our Safe Management Officer oversees the effective coverage and running of the OHS procedures with a thorough system control consisting of Preventive Control, Risk Management, Training and Communication. All individual steps within the OHS policies are managed by departmental heads such as the Human Resource Department, Safety Committee, Head of Departments and Subsidiary Heads.

Departmental heads will gather feedback from employees during OHS-related trainings, briefings, activities, and these are to be internally discussed and improved upon in the following years.

### Safe Management Committee



## Hazard Identification and Risk Assessment (403-2, 403-6, 403-7)

Risk identification and assessment is a crucial plank within our OHS processes to establish, implement and maintain procedures to identify and manage hazard, evaluate risk, and control risk leading to a risk register and OHS Management Programme. The Risk Assessment ("RA") procedure applies to the RA Team consisting of senior Management, functional representatives, contractors, and subcontractors, when necessary. The RA Team leader attends a Risk Management course by a MOM-approved Training Provider or equivalent to enhance proficiency and competence in these risk management areas.

Senior Management ensures that all RA are conducted, and risk control measures are implemented before any work commences. They also ensure that contractors and subcontractors have taken reasonably practicable measures to eliminate and reduce the risks of their work. Senior Management or their appointed manager(s) need to certify that risk control measures are implemented without delay, communicating the risk and means, endorsing and approving the RA conducted, monitoring effectiveness of control measures and ensuring compliance to legal requirements and to satisfy OHS concerns.

The RA Team is responsible for determining the boundaries of RA and identifying the hazards, assessing, and controlling the risks for each work activity or trade. The RA Team also oversees the assessment of the hazards and risk for each planned or new developments, new or modified activity, product and service, either by themselves or through submissions by suppliers. For work conducted by suppliers, the RA Team shall review the submissions.

The Safety Committee Team is responsible for monitoring and controlling hazards arising from products, and to ensure compliance to law and permits and to satisfy OHS concerns.



While planning the various RA exercises, the RA team shall establish and maintain procedures for the ongoing identification of health and safety hazards, the assessment of health and safety risks and the implementation of necessary control measures. The scope of the RA includes:

- Routine and non-routine activities
- Site activities of all personnel having access to the workplace (including subcontractors and visitors)
- Infrastructure, material and equipment at the workplace, whether provided by the organisation or others.

Our RA are developed for all routine and non-routine processes and are reviewed once every three years, or when there are any incidents, near misses or dangerous occurrences, significant change in work processes or activities, or new information on workplace health and safety ("WHS") risks made known. Based on feedback from employees and workers regarding new activities, the RA team will update the assessment and maintain it in the OHS Planner. The RA Team shall determine new activities / processes of its own, its suppliers and visitors in terms of OHS inputs that are dangerous, hazardous, toxic, and poisonous or radioactive. The Group's last RA was conducted and approved in July 2020.

The Group will ensure all activities in the workplace are assessed in the RA and that the results of these assessments and the effects of these controls are considered when setting its health and safety objectives.

For each identified hazard, the RA Team shall determine the consequence (possible accident/ ill-health and persons-at-risk) and the existing hazard control measure, if any. They shall determine the severity of the accident or ill-health and the likelihood of occurrence of each accident of ill-health based on the tables below.

Scoring Guidelines for Severity		
Level	Severity	Description
5	Catastrophic	Fatal, fatal diseases or multiple injuries
4	Major	Serious injury or life-threatening occupational disease (includes amputations, major fractures, multiple injuries, deafness, occupational cancer, acute poisoning)
3	Moderate	Injury requiring medical treatment or ill-health leading to disability (includes lacerations, burns, sprains, minor fractures, dermatitis, deafness, work-related upper limb disorders)
2	Minor	Injuries or ill health requiring first aid only (includes minor cuts and bruises, irritation, ill health with temporary discomfort)
1	Negligible	Not likely to cause injury or ill health

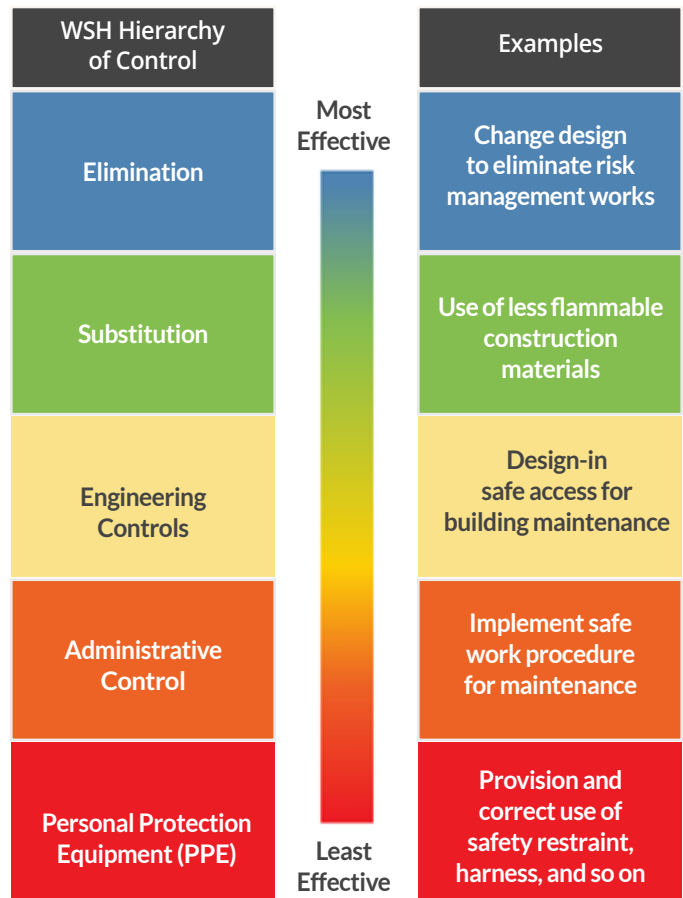
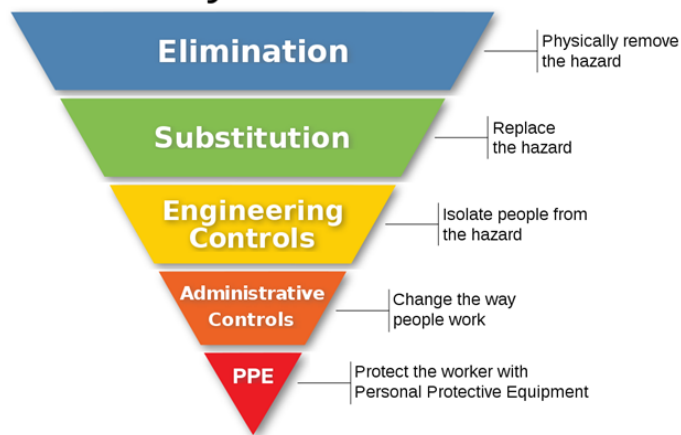
Scoring Guidelines for Likelihood		
Level	Severity	Description
1	Rare	Not expected to occur but still possible injuries
2	Remote	Not likely to occur under normal circumstances
3	Occasional	Possible or known to occur
4	Frequent	Common occurrence
5	Almost Certain	Continual or repeating experience

Taking into consideration the existing hazard control measure(s), the RA Team shall estimate the likelihood of occurrence of each accident or ill-health. The RA Team will then refer to the 5x5 risk matrix and assign the risk level for each hazard by suggesting appropriate risk control measures for those final rankings ranked as High, Significant, Medium, or Low following the hierarchy of control.

Evaluation Criteria for Determination of Risk Level					
Likelihood \ Severity	Rare [1]	Remote [2]	Occasional [3]	Frequent [4]	Almost Certain [5]
Negligible [1]	Low [1]	Low [2]	Low [3]	Low [4]	Medium [5]
Minor [2]	Low [2]	Low [4]	Medium [6]	Medium [8]	Significant [10]
Moderate [3]	Low [3]	Medium [6]	Medium [9]	Significant [12]	High [15]
Major [4]	Low [4]	Medium [8]	Significant [12]	High [16]	High [20]
Catastrophic [5]	Medium [5]	Significant [10]	High [15]	High [20]	High [25]

Hierarchy of Control is applied as part of the risk management approach: Elimination, Substitution, Engineering Controls, Administrative control, and Provision of Personal Protective Equipment (“PPE”).

## Hierarchy of Controls



The control of hazards and reduction of risks can be accomplished by following the WHS Hierarchy of Control. These control measures are not usually mutually exclusive. It may be more effective to use multiple control measures.

### OHS Training (403-5)

All employees are automatically enrolled into BCM and ISO awareness training which takes place annually in the months of February and March. Employees who have participated in the ISO training before are also required to attend the briefing to get an annual refresher along with information on additional updates. Occupational First Aid Courses are also assigned to the First Aid team on site, to provide any emergency first aid in the case of an accident.

All Head of Departments are to suggest any suitable training programmes that can improve the skill sets of their employees. Such OHS related training programs include but are not limited to:

- Safety (Ship Supplier Safety)
- Risk Management Planning
- Forklift operator training
- Perform Rigger and Signalman Tasks

### Promotion of Workers' Health (403-3, 403-6)

With universal healthcare being a UN SDGs, BH Global hopes to achieve it by providing access to quality essential healthcare service for all employees. The Group respects the privacy of our employees and information provided from the medical consultation to our Human Resource department for audit purposes shall be kept confidential and only made available to the appropriate authority. BH Global will not use worker's participation in health services and programs, or the health data derived therefrom as a criterion for our decision regarding employment or engagement of the employees.

All employees are entitled to consult our company's appointed panel of medical practitioner or government polyclinics for normal sickness and are entitled to dental care and medical claims for any treatment including specialist treatments and traditional Chinese medical treatments. Employees are also allowed to seek out general practitioners not appointed by the Company and to receive reimbursement up to the prescribed limits for the medical consultation fees.

## Declaration Of Work Related Injuries and Hours Lost (403-9, 403-10)

For the past three financial years from FY2019 to FY2021, there were no reported cases of workplace injuries or fatalities recorded.

BH Global aims to continue with our efforts to maintain this clean record and continue to prioritise our employees' OHS needs.



## COVID-19 Measures and Policies

Our Crisis Management Team ("CMT") have enforced COVID-19 Safety policies to be strictly followed by all employees of BH Global including:

- Allowing employees to Work from Home ("WFH") when showing COVID-19 symptoms or when feeling unwell
- 99% of employees are fully vaccinated as of January 2022 and are permitted to return to the office as of 15 January 2022.
- To prevent the spread of COVID-19 through cross-deployment and interaction, from June to December 2021, employees were encouraged not to leave office premises during lunch hours, and lunch vendors were limited to the Company's appointed coffee shop. To help facilitate the change, meal reimbursements were given to employees who placed their orders from the allocated lunch vendor.
- Employees are also encouraged to have their meals at their designated work area.
- Bus arrangements- additional bus trips have been allocated to minimise contact between various departments.

## Safe Management Measures Policy

In line with the Safe Management Measures Policy, the Group has implemented a detailed monitoring plan to ensure compliance with the measures and appointed a Safety Management Officer ("SMO") to assist in the implementation, coordination, and monitoring of the safe management measures.

BH Global has also established a health ledger system by requiring employees to submit information regarding their personal health status, job interactions or personal social contact to ensure early detection of exposure to the COVID-19 virus. The health ledger system also allows visiting customers, suppliers, contractors, or visitors to declare their recent travel history and temperature, for easy tracking and reference.

In the event where an employee is found to be tested positive with the Corona virus, or display virus-like symptoms, colleagues/team members ought to immediately contact the person-in-charge of the epidemic and pandemic response team and submit a collated list of colleagues/team members who worked together with the individual affected to allow for the epidemic and pandemic response team to proceed on the next step and conduct a thorough follow up. Considering changing protocols announced by MOH, BH Global will adapt our policies to be in line with new rules and regulations.

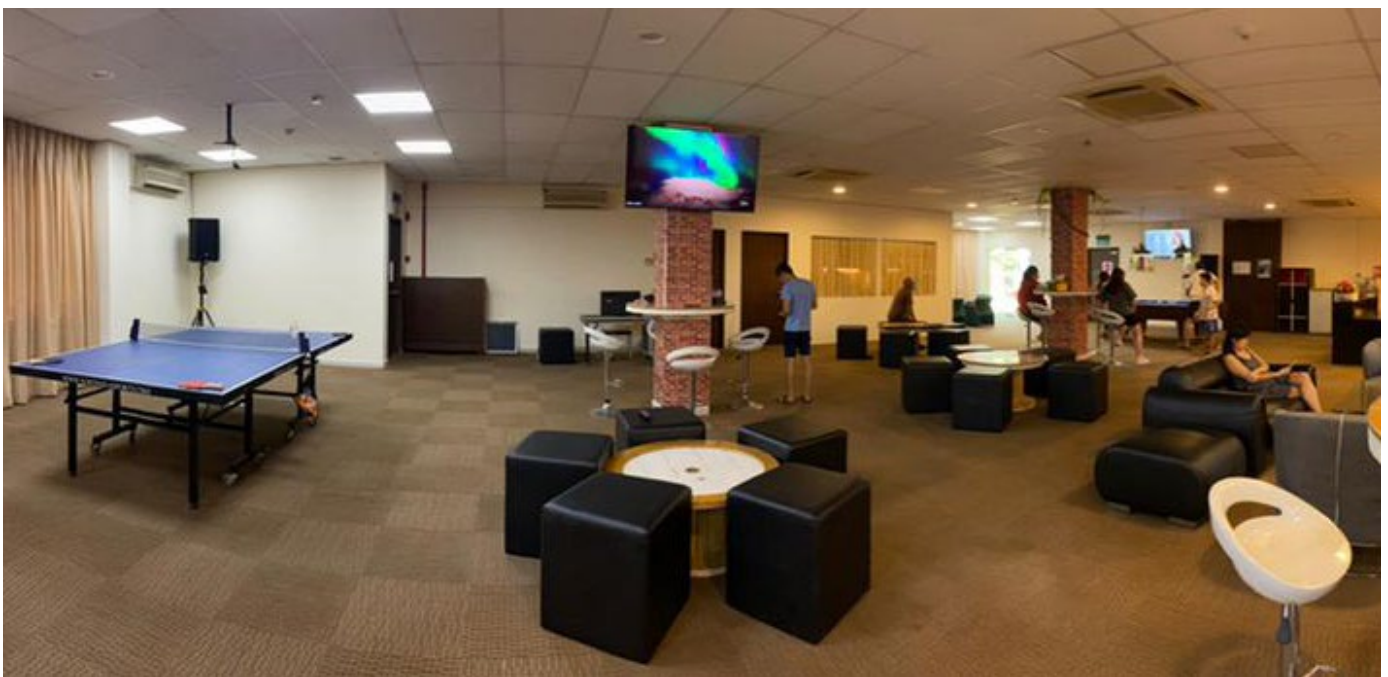


## Recreational Activity Room

The Group realises the importance of health, safety, and wellness as a whole and tries to improve our employee's physical and mental health. It is important for our employees to have an area where they can de-stress and return to their tasks with a fresher mind.

In early FY2021, BH Global renovated our recreational activity room to provide a space where our employees can participate in activities that can promote teamwork and mental well-being amongst employees. Our employees are entitled to use the company gym, pool table and karaoke rooms during their leisure time. Employees are expected to self-monitor and not misuse the facilities during regulated working hours. The Group believes that employees can manage their time and know their responsibilities.

During the COVID-19 pandemic where strict Safety Management Measures were enacted, the Group was not able to organise large-scale team building activities within the recreational space. In the coming months as measures are relaxed, BH Global hopes to resume such activities on a larger scale and promote a healthy working environment to all employees.



# Cyber and Customer Data Privacy

## 3PS Approach

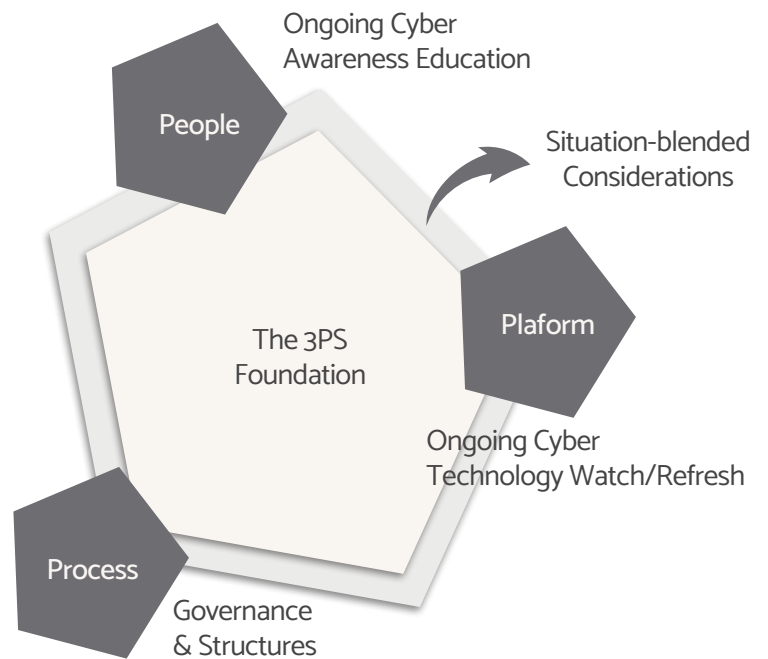
ADPL has adopted the industry business framework of People, Process and Technology, and adapted it to one that has been shaped by current times. The 3PS Foundation, People, Process, Platform and Situation, plays an instrumental role in ensuring security of our networks.

**Our People** go through an onboarding process by the HR department on the rules of cyber security. To ensure ongoing cyber awareness education that can keep up with strengthening cyber security threats, advisory emails on real phishing emails received are showcased to all employees as examples, notifying them of the disguises that scammers and hackers put on.

**Our Process** involves upgrading ourselves to be recognised on a global standard. ADPL has been ISO 27001:2015 certified since last year, and the Group continues to maintain strong compliances towards various governmental, statutory, and regulatory agencies.

**Our Platform** refers to the protection technologies that we deployed, especially the unconventional forms of technologies such as the detection-less Content Disarm and Reconstruction (CDR) process to ensure sanitisation of emails and files in the system. Alongside that, ADPL has been constantly refreshing the baseline protection systems, like our firewall and wireless Wi-Fi access points to minimise the existence of Common Vulnerabilities and Exposures (CVEs).

### Awareness & Capability Development



The S refers to **Our Situation**. This part of our strategy was developed when COVID-19 was first declared a worldwide pandemic back in FY2020. COVID-19 has seen the world adapt into a digitalised age faster than previously forecasted. This sudden increase in adoption of online networks and platforms also led to a rapid increase in cyber security threats such as hackers, scammers and information phishing. ADPL has recognised that different dimensions of different situations can result in different cyber security needs.

In view of today's advanced threat landscape, the Group consistently upholds the security posture through protective innovation tools like the automatic vulnerability assessment and penetration testing. Continual sustainable growth of the Company will eventually expose our systems to new threats and vulnerabilities, hence requiring a strong means of mitigating these threats. The repetitive nature of the 3PS foundation allows the system to become self-sustaining. As employees progress alongside the growth of the Group, new and emerging threats are identified at every stage, ensuring a high level of regulation compliance and cyber risk mitigation via this constant refresh of technologies and growth.

In FY2020, the Group implemented an application code review tool that does not require source code, checking the vulnerability of the applications when the source code is not available. A detection-less sanitisation filter that cleanse files from external devices and emails was also deployed, starting from ADPL in FY2021. These tools helped to prevent, sanitise, and protect our IT infrastructure and confidential business information.

## Data Privacy (418-1)

Data Privacy is of utmost importance to the Group, even more so as the Group shifts towards digitalisation. With a growing society, digital information collection has increased in size but has also grown to be more complex. Under the Personal Data Protection Act (“PDPA”) 2012, it is the Group’s priority to safeguard the personal data that has been entrusted to them. We have appointed a Data Protection officer and developed a PDPA policy within the Group to maintain the trust that is placed in us. The Group is also in compliance with the Cybersecurity Act 2018, the Computer Misuse Act (Cap. 50A), the Copyright Act (Cap.62) and the Official Secrets Act (Cap. 213).

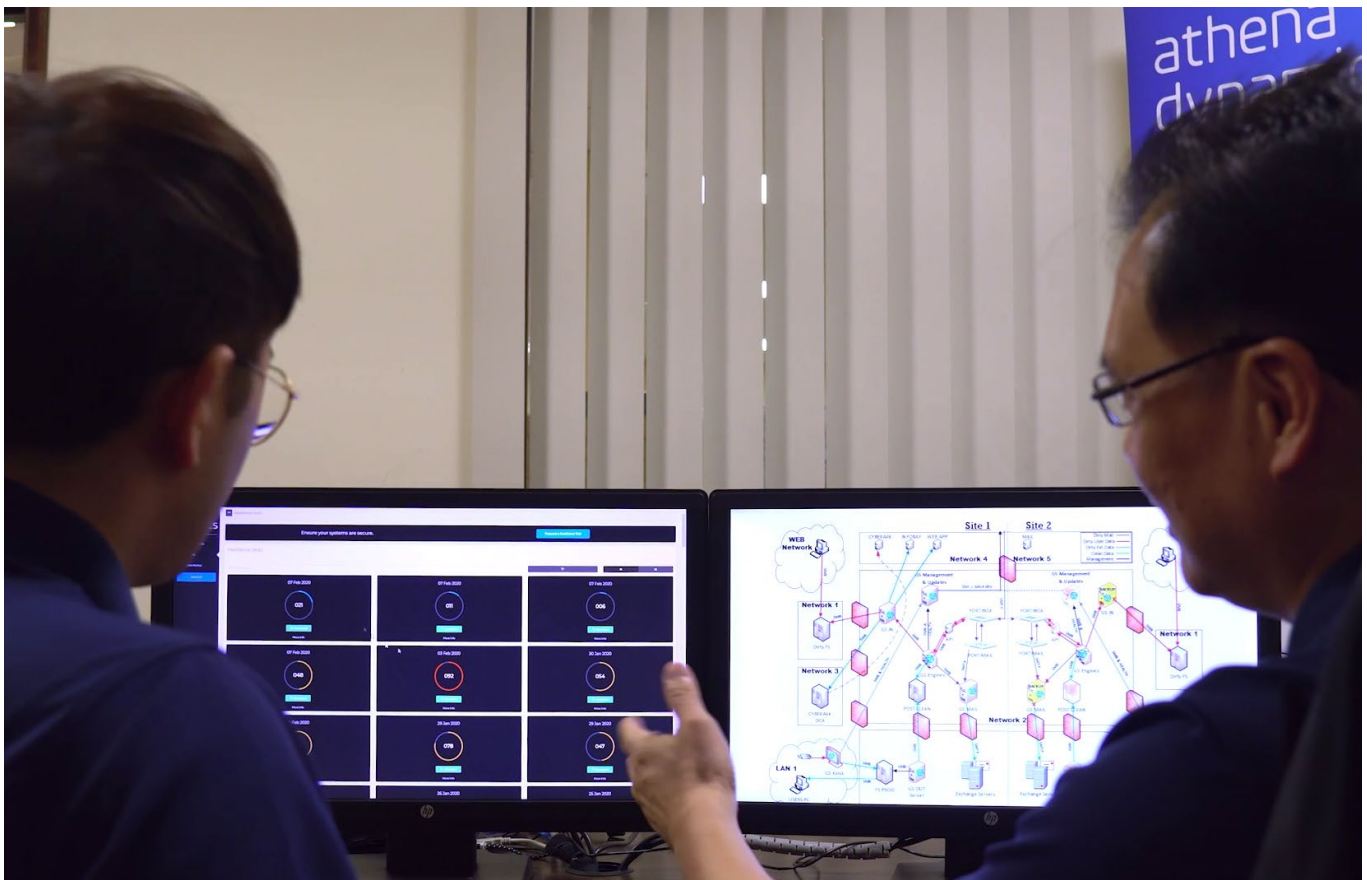
Other than the previously mentioned ISO 27001:2015, ADPL is also currently in the process of obtaining the Data Protection Trustmark (DPTM) Certification and is expecting to receive the official certification in the middle of year 2022.

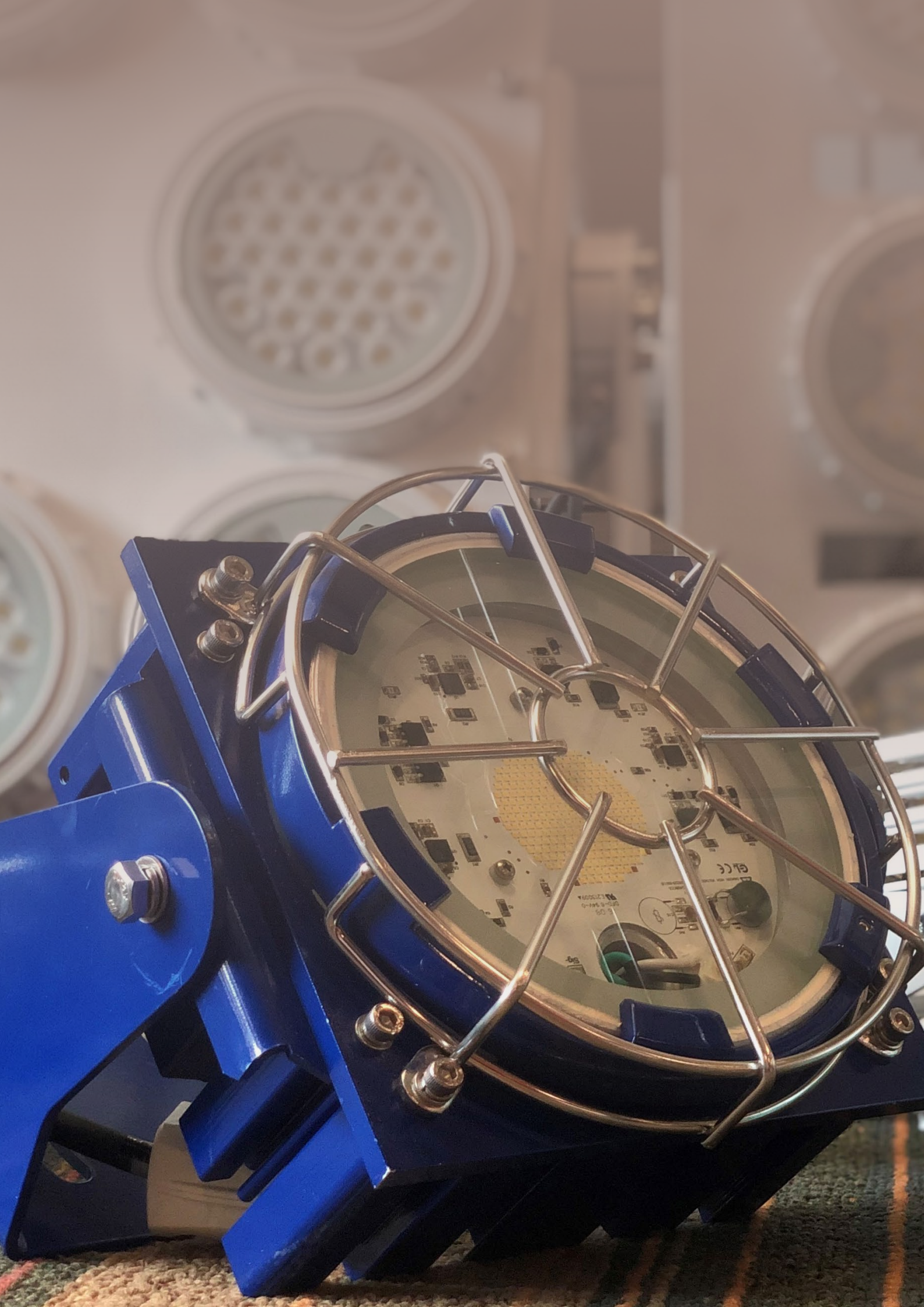
In FY2021, there was no significant case of non-compliance within the various businesses. The Group takes the responsibility of protecting the data of our customers, employees, and businesses seriously. In the case of a non-compliance reporting, inspection and enforcement actions will be carried out to mitigate the risks and concerns formed.

## Website security

In FY2021, there was a major hacking attempt made on all websites belonging to BH Global Group, including our e-store. The hacking attempt was noticed by our cyber security team and successfully restrained without any breaches.

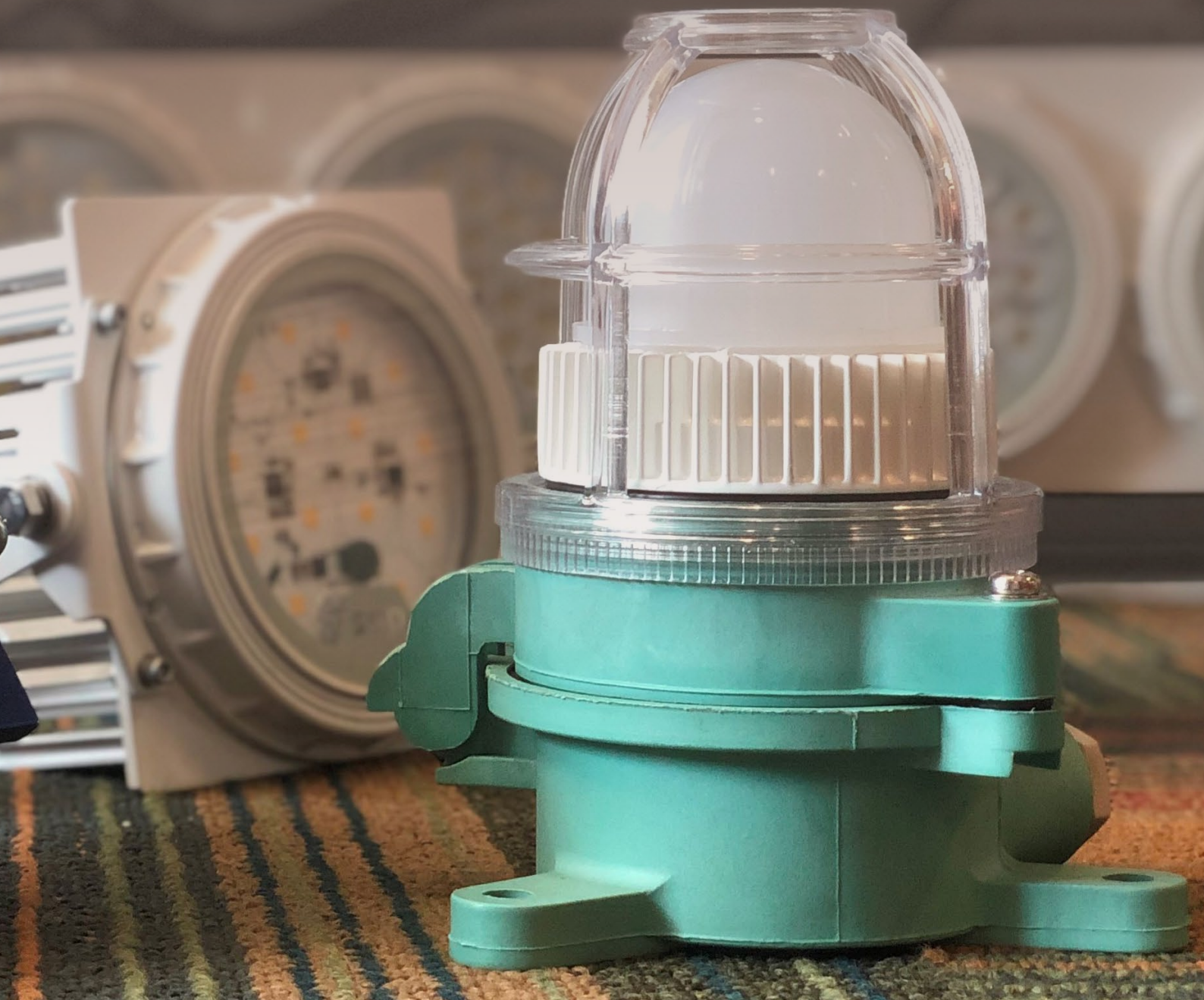
The hacking attempt prompted tighter security measures for our websites and servers. The first measure was to replace all web domains with newer domain providers that emphasises cyber security measures. For that, the Group installed an additional layer of firewall on all our websites as an increased layer of protection for our customers data.





# Environment

Key Material Topics	Key SDGs	Key GRI
Environmental Compliance Energy Management Emission Reduction	     	302-4, 302-5 - Energy 307-1 - Environmental Compliance



## Non-Compliance with Environmental Law and Regulation (307-1)

BH Global has no recorded case of non-compliance with any Environmental Law and Regulation in FY2021, and we will aim to maintain this record for the coming FY2022.

Five subsidiary companies under BH Global have been accredited as ISO 14001 certified since 2017 and the Group has successfully met the requirements of Audit Standards on 1st October 2021. As an organisation, we are required to comply with a variety of environmental laws, regulations, and reporting requirements. Infringing any of these laws, regulations and requirements could result in significant costs, as well as harm our reputation and our ability to do business. BH Global shall remain committed to comply with applicable acts, regulations and amendments listed below:

- Environmental Public Health Act (Chapter 95)
- Environmental Public Health Act (Chapter 95, Section 113) Burning of Joss Sticks and Candles Regulations
- Environmental Public Health Act (Chapter 95, Section 113) Toxic Industrial Waste Regulations
- Environmental Public Health Act (Chapter 95, Section 113) General Waste Collection Regulations
- Environmental Protection and Management Act (Chapter 94A)
- Environmental Protection and Management Act (Chapter 94A, Section 12(5) AND 77(1)) Vehicular Emissions Regulations
- Environmental Protection and Management Act (Chapter 94A, Section 77(1)) Trade Effluent Regulations
- Environmental Protection and Management Act (Chapter 94A, Section 14(1)) Prohibition on the Use of Open Fires Order
- Code of Practice on Pollution Control
- Code of Practice on Environmental Health
- Code of Practice for Environmental Control Officer
- Control of Vectors and Pesticides Acts (Chapter 59)
- Fire Safety Act and Regulation

In FY2021, BHM worked closely with National Environmental Agency's ("NEA") guidelines under the Extended Procedure Responsibility ("EPR") scheme for e-waste relating to the product category "Lamp" which includes Lamps, Tubes and Bulbs. This scheme helps to ensure that producers of regulated products are responsible for the collection and proper treatment upon their end-of-life or disposal. BHM has made our declaration to the appropriate channels.

ADPL participated in SGTech's eRevival Square E-Waste Corporate Pledge to minimise e-waste. Supported by the NEA, this initiative aims to raise and expand awareness about the sustainable management of e-waste, and the broader issue of living sustainably. ADPL has donated a few laptops to this cause and for FY2022, will continue to educate the public about society's responsibility towards the reduction of e-waste in the community.

### LowCarbonSG Participation

LowCarbonSG is an initiative via our business membership in the Carbon Pricing Leadership Coalition Singapore ("CPLC"), under the United Nations Global Compact. This programme helps companies to decarbonise by educating companies on how to monitor their carbon emissions, paving the way for the businesses to lower their carbon impact, in line with Singapore's decarbonisation agenda. The Group has started monitoring carbon emissions for BHM and SOPEX since FY2021 and has plans to begin carbon emissions monitoring for the remaining four subsidiaries in FY2022.

All our environmental measures, together with the LowCarbonSG tool can help re-emphasise BH Global's sustainability efforts.

## Addressing Climate Change

### Installation of Photovoltaic System (302-4)

Many factors have pushed the advancement towards renewable energy sources. Solar Photovoltaic (“PV”) Systems are the third most used renewable energy source, with the market growing at 35-40% per annum.

BH Global has commissioned our subsidiary company, SFP, to deploy a 303.94kWp system at our corporate office located at 10 Penjuru Lane, within the first half of FY2022. The purpose of such a PV system is to allow for BH Global to adopt greener forms of energy consumption by having less reliance on energy from fossil fuels.

The proposed PV system comprises 668 units of 455Wp solar modules with an installation lifespan of 20 years. The PV panels will be installed directly onto the premise’s roof.

Enabling ourselves to diversify energy supplies and reduce our dependence on imported fuel matters in self-sustainability. Energy generation through PV systems does not produce greenhouse gas emission compared to fossil fuel counterparts, limiting the impact to the environment. Another positive factor that the PV system offers is its suitability in land-scarce Singapore. PV panels can be easily installed on the roofs of suitable pre-existing buildings, removing the need to build new infrastructure to accommodate this major change.



*The beginning of the PV System installation process, with solar panel mounts successfully installed.*

Currently, BH Global uses an average of 390,953.28kWh of electricity annually at our corporate office at 10 Penjuru Lane. The total peak sunlight hours in Singapore are around 3.2 to 3.6 hours per day. The PV system can produce 252,878.6kWh to 284,486.8kWh of energy annually during peak sunlight hours. With the PV system installed, we are looking at an estimated minimum 65% less dependency on energy from fossil fuels for our corporate office. The PV system will also reduce our scope 2 emissions by a minimum of 103,288.6kg CO2 per year. Overall, this change will bring us closer to our overarching goal of a sustainable organisation with lesser carbon emissions.

455Wp Tallmax Modules	Quantity of Solar Panels	kWp produced for PV Panels/hr	kWh produced per day with peak sunlight	Annual Production of energy/day with peak sunlight (kWh)
Peak Sunlight Hours = 3.2h	668	303.94	972.61	252,878.60
Peak Sunlight Hours = 3.6h		303.94	1,094.18	284,486.80
Average annual amount of energy used at 10 Penjuru lane (kWh)		390,953.28		
Estimated annual energy produced by PV system (kWh)		254,878.60 to 284,486.80		
Estimated percentage reduced reliance on energy from fossil fuels		65% to 73%		
Estimated Scope 2 CO2 emission reduction* (kgCO2)		103,301 to 116,212.60		

*\*Above calculation is based on 0.4085 kgCO2 emission per kWh*

## Air Conditioning System Upgrade (302-4)

To reduce energy consumption within office premises, BH Global is working on the replacement of the current Air Conditioning System. The replacement Air Conditioning System is scheduled to be installed over a 13-week period starting from the first quarter of 2022 .

The total power consumption of the old air conditioning units that are being replaced total to around 48,085.44kWh annually, while the new units will total to an estimate of 17,347.2 kWh annually. This upgrade will also directly result in an energy cost saving of S\$6,147.65 and reduce BH Global's scope 2 carbon emission by 12,556.57kgCO<sub>2</sub> annually.

	Quantity being replaced	Total System Power (kWh)	Operation Hours	kWh/day	kWh/year*	Scope 2 Emissions per year (kg/CO <sub>2</sub> e)**
Existing Air Conditioning Units	70	15,412	12	184.94	48,085.44	19,642.90
New Air Conditioning Units		5.56		66.72	17,347.20	7,086.33

\*Based on 260 workdays per year.

\*\*Above calculation is based on 0.4085 kgCO<sub>2</sub> emission per kWh

Energy Savings (kWh) per Year	30,738.24
Energy Cost Savings per Year*	S\$6,147.65
Emission reduction per year (kgCO <sub>2</sub> e)	12,556.57

\*Above calculation is based on energy cost of S\$0.2 per kWh

The upgraded model also promises a reduced need for air conditioning repairs and maintenance of around S\$30,000 to S\$55,000 per year. The upgraded air conditioning models are also expected to last for 10 to 15 years.





## Electrification for Vessels

Singapore is one of the world's largest and busiest ports, with over 1,000 vessels visiting every day. This poses a huge challenge for Singapore's emission levels from maritime activities, and the Singapore government has set a goal of overall emission reduction of 23% by end 2030.

There are several ways of reducing GHG emission reduction in the waters of Singapore and, one of the immediate solution is through the electrification of vessels. SFP diversified their activities into Marine Electrification and Wireless Charging Technologies, with extensive research and development and engineering conducted.

Singapore's first Hybrid Electric Vessel, Penguin Tenaga, was a collaborative project between SFP, Penguin International Limited, Danfoss Power Solutions Pte Ltd, Durapower Technology (Singapore) Pte Ltd, ZF Asia Pacific Pte Ltd and Bureau Veritas back in FY2021. This is a milestone Project for the Group. Compared to traditional diesel-powered pilot boats, Penguin Tenaga is expected to have up to 20 percent emissions reduction. Solar panels have also been installed onto the roof of the pilot house to generate electricity for recharging mobile devices and supplementing the vessel's hotel load.

SFP is also working with Victory Petroleum Trading ("VPT") to retrofit a Full Electric Ready ("FER") propulsion system for the hybridisation of one of VPT's bunker tankers. The system will be installed with a Plug-In system to improve energy efficiency and move towards zero emission performance. SFP-designed FER system allows for future transformation of a hybrid system to a full electric system when Singapore's coastal charging infrastructure is ready, and when the Energy Storage System's energy density and costs meet the operating profile of the harbour craft. SFP will also develop a proprietary-design one-stop ship-to-ship charging system with minimal footprint for the charging of plug-in hybrid and full electric vessels.

Such renewable energy storage on an electric vessel is a major area of concern regarding the generation of renewable energy. To combat this issue, SFP has already engineered and designed the Green Cabin to serve as a one stop solution to storing excess energy generated by the engine to be utilised as a hotel load or on non-appliances. The Green Cabin can eliminate the potential for extra energy and material waste. This system helps to reduce the overall carbon emission levels, serving its purpose to lessen potential environmental impact and improve indoor environmental quality for better health and wellbeing.



## Coastal Sustainability Alliance

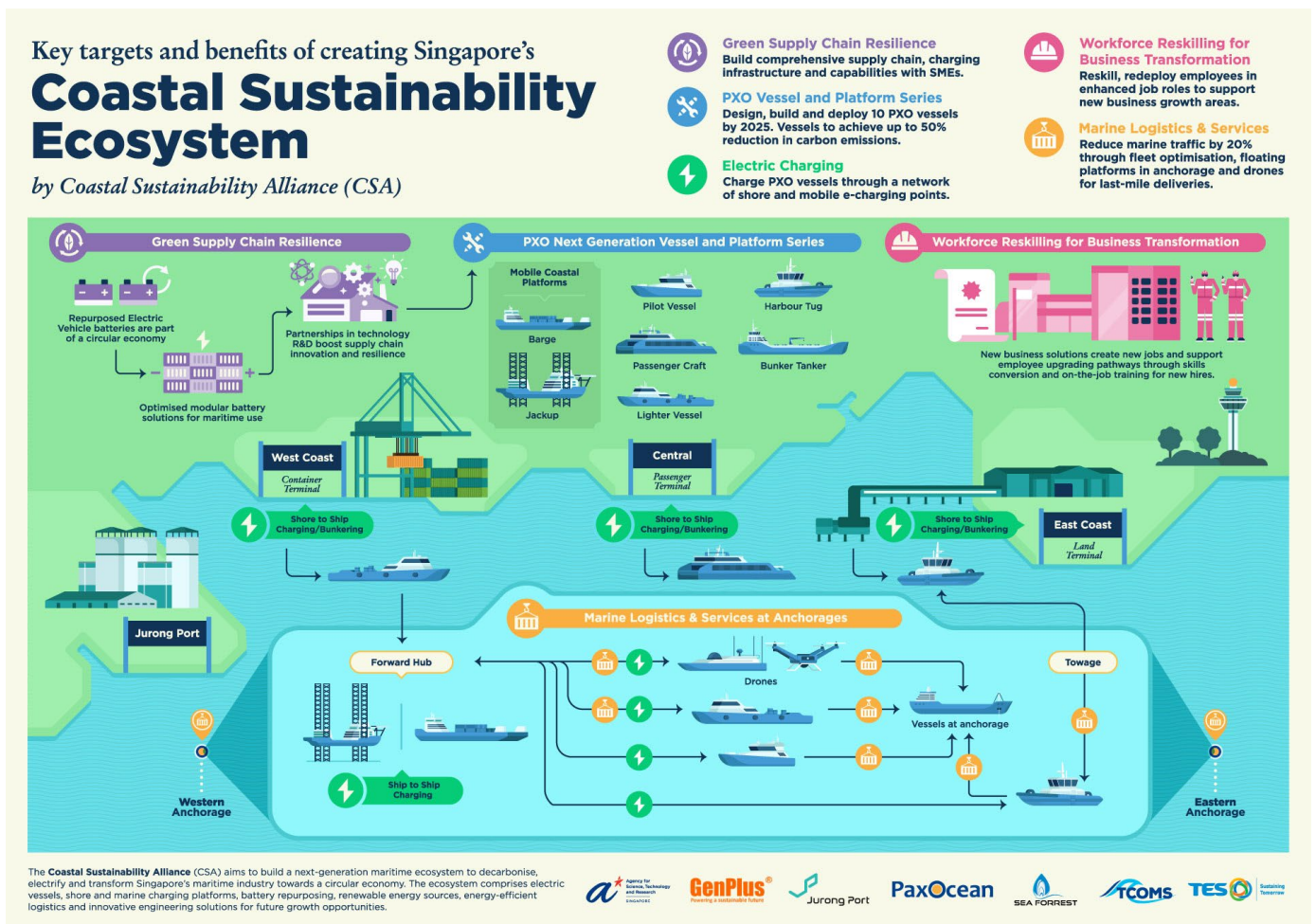
On 14 March 2022, the Coastal Sustainability Alliance (“CSA”) was launched as a joint initiative by SFP, Kuok (Singapore) Limited Maritime Group, Agency for Science, Technology and Research (“A\*STAR”), GenPlus, Jurong Port Singapore, Technology Centre for Offshore and Marine, Singapore (“TCOMS”), and TES to upgrade Singapore’s maritime ecosystem and accelerate the decarbonisation, electrification and advancement in energy-efficient logistics and engineering solutions.

With an estimated investment of about S\$20 million over the next 10 years, the Alliance will first focus on vessel electrification initiatives to decarbonise the coastal maritime industry. The CSA has plans to build a network of stationary and mobile electric chargers for these ships along the country’s coast and remodel used batteries from electric cars into modular packs for ships to prevent wastage. The vessel electrification trials may begin as early as 2024.

By utilising the strengths of each alliance member, SFP will work closely with CSA to co-create viable business opportunities with local SMEs and start-ups to foster a sustainable green supply chain and maritime business ecosystem.

This is Singapore’s first collective effort to decarbonise the logistic supply chain from vessel redesign, infrastructure to a circular economy with reduced resource use and future-proofing the vessels with environmentally sustainable energy sources. The Alliance hopes to see a reduction of 50% in vessel carbon emissions and 20% in marine traffic by 2030.

With the success found in the delivery of the Penguin Tenaga, the upcoming development with VPT, and our coming contributions to the Coastal Sustainability Alliance, SFP is making small but encouraging steps towards decarbonisation of Singapore’s Maritime industry.



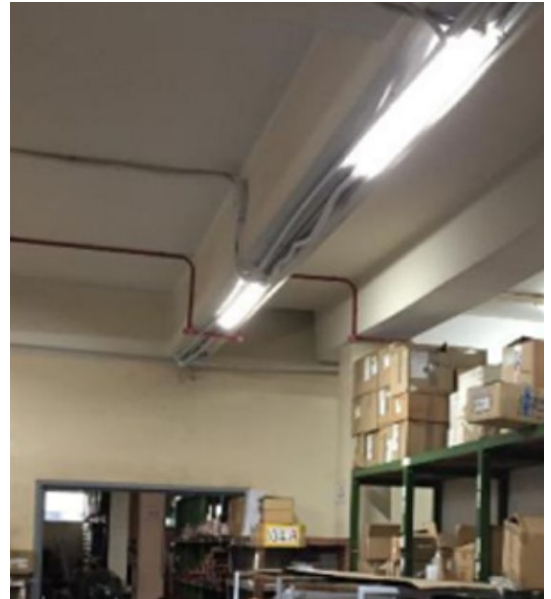
Source: Image from Coastal Sustainability Alliance (CSA)

## LED Lights within BH Global Premise (302-4)

In our FY2019 Sustainability Report, BH Global reported that we have replaced the conventional fluorescent tubes in key areas of its 20,000m<sup>2</sup> warehouse and logistics premises with high energy-efficient and reliable SOP linear LED modules to reap significant savings from energy bills and maintenance costs.

The large premise originally needed 196 4-foot fluorescent fixtures. Each fixture was fitted with two 36W T8 fluorescent tubes working with a ballast that caused some power loss. As SOP linear LED module is brighter than fluorescent tubes, only a single 24W linear LED module is needed now in every fixture to provide adequate lighting for the warehouse operations. The Company can now do away with the inefficient fluorescent ballasts to save even more energy.

After the improvement, the warehouse used 190 pcs of LED lighting fixtures - 180 of 24W, 4 Feet SOP LED linear module and 10 LED panel lights. This amounts to a total electrical consumption of 13,478 kWh/year compared to the energy usage for traditional lighting at 55,037kWh/year.



### Calculation on Energy Savings

Electricity Consumption for Traditional Lighting								
No	Type	Description	Total Qty of Lamp	System Power* (W)	Total Power (W)	Operation Hours	kWh/day	kWh/year**
<b>Luminaires: Fluorescent Lights</b>								
1	4 Feet Fluorescent tubes	36W 4FT T8 Fluorescent Tube	392	45	17,640	12	212	55,037
<b>Total:</b>							<b>212</b>	<b>55,037</b>
Electricity Consumption for LED Lighting								
<b>Luminaires: Watertight, Surface mounted linear LED</b>								
1	4 Feet LED Linear Lamp	24W, 4 Feet SOP LED Linear Module	180	24	4,320	12	52	13,478
2	LED Panel Light	Panel Light	10	47	470	12	6	1,466
<b>Total:</b>							<b>52</b>	<b>13,478</b>

\* Ballast loss based on magnetic ballast

\*\* Based on 260 workdays per year

	Fluorescent Tubes	LED Linear Modules
Total energy consumptions (kWh) per year	55,037	13,478
Energy Savings (kWh) per year	41,558	
Energy Cost Savings per year*	SGD8,311.60	
Emission Output per year	22,482.60	5,505.80
Emission reduction per year** (kgCO <sub>2</sub> e)	16,976.80	

\*Above calculation is based on energy cost of S\$0.2 per kWh

\*\*Above calculation is based on 0.4085 kgCO<sub>2</sub> emission per kWh

With a long L70 service life of 50,000 hours at high ambient temperature, the SOP linear LED modules are designed to operate maintenance-free for approximately 20 years. The L70 service life only implies the LED's brightness degrades to 70% of its original lumens after 50,000 hours but does not fail immediately after. Fluorescent tubes generally fail right after their 20,000 hours service life and require immediate replacement. The choice to convert to LED is obvious.

Our usage of the replacement LED Lights have not exceeded the 50,000 hour service life of the SOP LED lighting fixtures and there was no replacement or maintenance activities for the installed LED light. This allows us to reduce energy usage by 41,559kWh/year which amounts to an emission reduction of 16,976.8kg CO<sub>2</sub> per year.

## LED Lighting Return of Investments (“ROI”) for Vessels (302-5)

In line with the Group’s direction for the environment, BH Global has formed a strategic partnership with GL Lighting Holdings Pte Ltd which has more than 20 years of experience in the research and development, design and manufacture of technological advanced and innovative Green LED Lighting solutions and has more than 500 ODM and OEM projects for renowned international lighting companies. Together, they have developed SOPEX as a brand to drive Green LED technology and innovation towards innovative solutions to help address pressing concerns with the environment.

SOPEX has since contributed to various LED retrofitting projects such as the retrofitting of LED Lighting for vessels. SOPEX has completed more than 54 retrofit projects, saving an estimated 41GWh of energy annually across their clientele.

Making the switch to Green LED Lighting solutions can be daunting for many new users. Hence, SOPEX offers a complementary Lux (a unit of illumination) Calculation service for all clients for initial stages of planning/design up to completion of the installation or retrofit project. Along with the long service life of up to 100,000 hours, SOPEX provides extended warranties of 3 to 5 years to help ensure the products sold are guaranteed to work for its longest service life.

Holding itself to the highest standards, SOPEX conducts inspection reports on ROI for all clients, disclosing data about total costs of ownership and the cost savings from reduction of consumables from conventional lighting. ROI from installation of SOPEX LED lighting averages about 2 to 3 years, making it easy to entice conversion.

SOPEX is committed to meet the most stringent specification to replace conventional lights with light performance curves that can help to ensure right applications are installed for maximum energy savings for the benefit of our environment.

Both vessels individually have a total initial investment on LED lights of S\$29,282. Based on a 6 year average Bunker price of US\$600 (S\$840) per metric ton, the BW Orinoco has an ROI of 1.73 years and ROI of the BW Triton is 2.28 years.

### Project References



#### Hafnia BW Orinoco

SOPEX retrofitted the vessel Hafnia BW Orinoco with 28 pieces of Marine IEC 60533 Certified 56W outdoor floodlights in January 2021. This retrofit project has contributed energy savings of 46,910 kWh totalling to an annual energy cost saving of S\$11,727.



#### Hafnia BW Triton

With the success of BW Orinoco vessel LED lights retrofit, Hafnia placed a purchase order with SOPEX to retrofit an additional 7 vessels with LED Lights, with the BW Triton being one of them. In 2021, the same set of lights were purchased for the BW Triton vessel. The vessel has since seen 89% energy savings with 100% cost savings as no consumables are required.

### LED Annual Energy & Consumable savings and ROI

	Traditional Lamps (Outdoor)	LED Lamps (Outdoor)
Total Energy Consumption (kWh) per year	85,848	38,938
Energy Savings (kWh) per year		46,910
Energy Cost Savings per year*		S\$11,727
Consumables (Traditional) Savings against LED lifespan		S\$1,129
Total Initial Investment on LED		S\$29,282

\*Above calculation is based on energy cost S\$0.25 per kWh

### Carbon Footprint Comparison

Fuel Consumption per year (Tonnes)	25.75	11.68
Emission Factor of Heavy Fuel Oil	3.114	3.114
CO2 Emission per year (Tonnes of CO2)	80.2	36.4
CO2 Emission Reduction per year with LED (Tonnes of CO2)		43.8
Percentage of CO2 Emission reduction per year with LED		55%



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