



# TOWARDS A SUSTAINABLE FUTURE





# TABLE OF CONTENTS

<b>BOARD STATEMENT</b>	<b>01</b>	<b>ECONOMIC</b>	
<b>CORPORATE PROFILE</b>	<b>02</b>	ECONOMIC PERFORMANCE	<b>12</b>
ABOUT GALLANT VENTURE LTD		ANTI-CORRUPTION	<b>13</b>
OUR PEOPLE	<b>04</b>	<b>ENVIRONMENT</b>	
VALUES AND PRINCIPLES		ENVIRONMENTAL COMPLIANCE	<b>14</b>
LOCATION OF OPERATIONS	<b>05</b>	ENERGY	<b>15</b>
SUPPLY CHAIN		EMISSIONS	<b>16</b>
GOVERNANCE AND RISK MANAGEMENT	<b>06</b>	<b>SOCIAL</b>	
MEMBERSHIPS OF ASSOCIATIONS	<b>07</b>	EMPLOYMENT	<b>17</b>
AWARDS AND RECOGNITION	<b>08</b>	TRAINING AND EDUCATION	<b>19</b>
<b>ABOUT THIS REPORT</b>	<b>09</b>	<b>COMMUNITY ENGAGEMENT</b>	<b>20</b>
<b>STAKEHOLDER ENGAGEMENT</b>	<b>10</b>	<b>GRI CONTENT INDEX</b>	<b>22</b>
<b>MATERIALITY ASSESSMENT</b>	<b>11</b>		

# BOARD STATEMENT

GRI 102-14

## DEAR FELLOW SHAREHOLDERS,

We, Gallant Venture Ltd (“Gallant Venture” or the “Group”) are pleased to present our second annual Sustainability Report and share our progress for the financial year 2018.

As we continue on our sustainability journey, we have adopted new strategies and strengthened our existing sustainability framework. The Group regularly engages with the stakeholders to address their concerns and identifies potential risks as well as opportunities. We have put in place several internal controls and monitoring systems to align the Group’s business strategies with our sustainability targets.

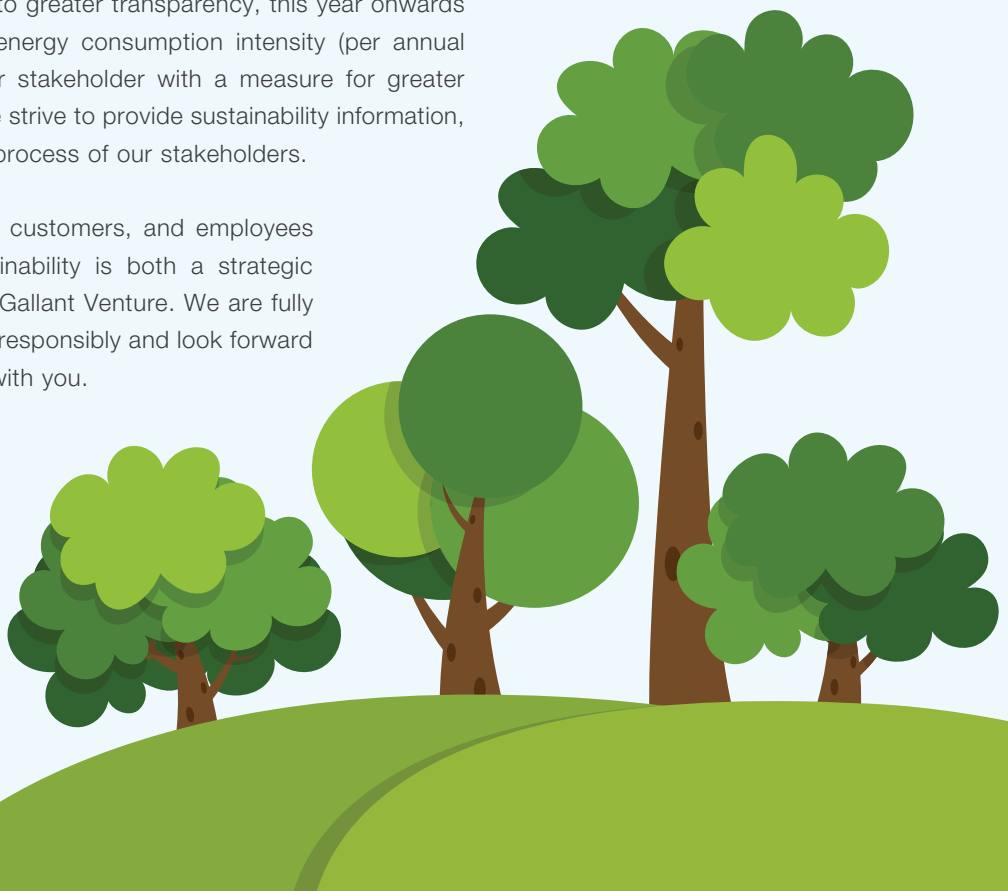
For efficient management of our resources, we had set up a Sustainability Reporting Committee (“SRC”) last year. The Committee, consisting of senior management across all business segments, diligently monitors our sustainability performance. It is led by the Board, who is committed to protecting the interest of our shareholders through prudent management of our environment, social and economic performance.

To achieve our sustainability goals, we will continue to:

- Consistently monitor our progress to ensure we continuously improve our sustainability performance;
- Set targets to meet the expectations of our stakeholders;
- Collaborate with internal and external stakeholders to create a unified vision of success;
- Develop strategies to identify and manage risks and opportunities related to aspects of sustainability;
- Minimise our impacts on the environment and the communities in which we operate; and
- Leverage the sustainability strategy to enhance long-term shareholder value.

As a testament to our commitment to greater transparency, this year onwards we have decided to disclose our energy consumption intensity (per annual revenue). This will help provide our stakeholder with a measure for greater comparability and accountability. We strive to provide sustainability information, which can aid the decision-making process of our stakeholders.

We thank our valued shareholders, customers, and employees for their continued support. Sustainability is both a strategic priority and business imperative for Gallant Venture. We are fully committed to conduct our business responsibly and look forward to sharing our sustainability efforts with you.



# CORPORATE PROFILE

## ABOUT GALLANT VENTURE LTD

GRI 102-1 | 102-2 | 102-3 | 102-4 | 102-6

Gallant Venture is an Indonesia-focused investment holding company headquartered in Singapore and listed on the Singapore Exchange. We are an integrated automotive group with coverage across Indonesia. We are also a master planner for industrial parks and resorts in Batam and Bintan. The ultimate controlling shareholder is Indonesia based Salim Group.

We operate predominantly out of Indonesia through our subsidiaries in Indonesia and Singapore. The Group organises its businesses into five business segments namely Automotive, Property Development, Industrial Parks, Utilities, and Resort Operations. Please refer to page 16 to 18 of our FY2018 Annual Report to for the full list of our companies.

### AUTOMOTIVE

Our automotive business includes distribution of passenger vehicles, commercial vehicle, heavy duty equipment, vehicle and equipment financing, the supply of spare parts, vehicle servicing, and vehicle rental and logistics services. The Automotive segment accounted for more than 90% percent of the Group's revenue in FY2018.

### PROPERTY DEVELOPMENT

We are the master planner and infrastructure provider for our properties situated in Batam and Bintan. We master planned land parcels for industrial, commercial, residential, and resort projects. Our land inventory in Bintan is approximately 18,000 hectares. The Group launched the Lagoi Bay Development in 2017, which is approximately 1,300 hectares for integrated resort development featuring resorts, residences, shopping, restaurants, entertainments, and sea-sport facilities.

### INDUSTRIAL PARKS

We own and manage Batamindo Industrial Park ("BIP") in Batam and the Bintan Industrial Estate ("BIE") in Bintan. We offer the convenience of a one-stop manufacturing environment with ready access to Singapore's financial, infrastructure, and logistics network. Our activities include the development of the industrial parks, sales, and lease of prepared industrial land as well as the provision of ready-built factories and dormitories for lease. With continuous efforts to upgrade our products offering, we have repositioned our Bintan Industrial Estate into an offshore marine cluster, Bintan Offshore Marine Centre ("BOMC"), and a regional food hub.

Our BIP was the first industrial park in the Asia-Pacific to be certified ISO 9001 and ISO 14001, hallmarks of a manufacturing site that is efficient, cost-effective, and environmentally friendly. In 2018, our industrial park and industrial estate in Batam and Bintan have been selected by Indonesia's Industry Ministry to host Halal manufacturing cluster to promote manufacturing of halal products in Indonesia.

### UTILITIES

We are a private utility provider in Batam and Bintan, providing electricity, telecommunications, water, and waste management services to its Industrial Parks' and Resorts' customers. We have invested approximately S\$435 million in the construction and development of utilities infrastructure and resources including power generation and distribution facilities, portable water treatment facilities, sewage treatment plants and wastewater treatment facilities, and landfills.

### RESORT OPERATIONS

We provide overall support, facilities, and services to Bintan Resorts. We undertake the overall planning, development, operations, and marking of Bintan Resorts and provide services to the hotel and resorts located within Bintan Resorts. This includes ferry services and terminal operations, tour operations, property rental, workers' accommodation, medical support, and estate and township maintenance such as road maintenance and drainage as well as the operation of a 24-hour crisis centre.





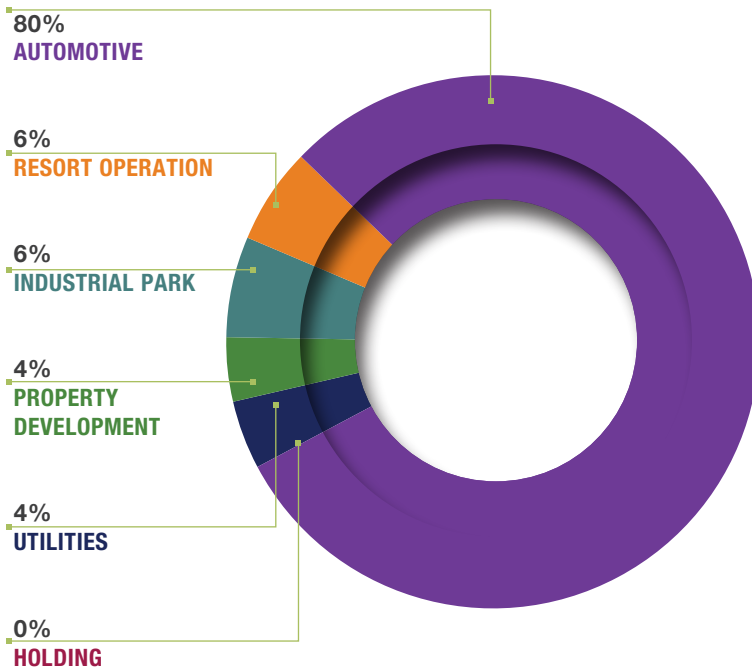
# CORPORATE PROFILE

## ABOUT GALLANT VENTURE LTD

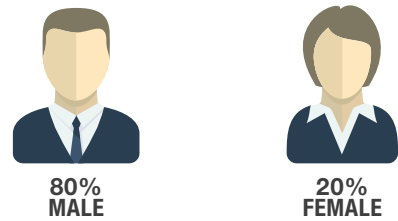
### OUR PEOPLE

GRI 102-7 | 102-8

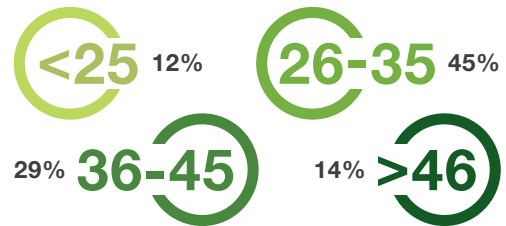
NUMBER OF EMPLOYEES BY SEGMENT



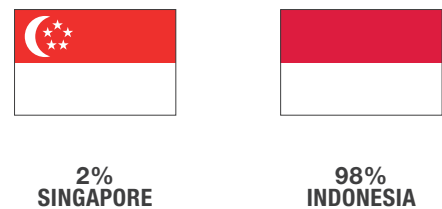
NUMBER OF EMPLOYEES BY GENDER



NUMBER OF EMPLOYEES BY AGE GROUP



NUMBER OF EMPLOYEES BY REGION



\*Total Number of Employee: 8,957<sup>1</sup>

### VALUES AND PRINCIPLES

GRI 102-16

At Gallant Venture, the principals of sustainability and ethics are integrated into our vision to **‘Create growth and build value’** and our mission to **‘Leverage on our resources to create growth and deliver long-term value for our stakeholders’**.

The Board and members of our senior management oversee the sustainability aspects crucial to our long-term growth and value creation. They provide guidance and implement measures to manage the risks and invest in upcoming opportunities.

Core values such as long-term value creation and accountability are reflected in our 2012 Code of Corporate Governance (“Code”). This was developed, based on best practices and cultivates high standards of corporate governance. The 16 Principles of the Code aim to enhance transparency, protect shareholders’ interests, and build sustainable value.

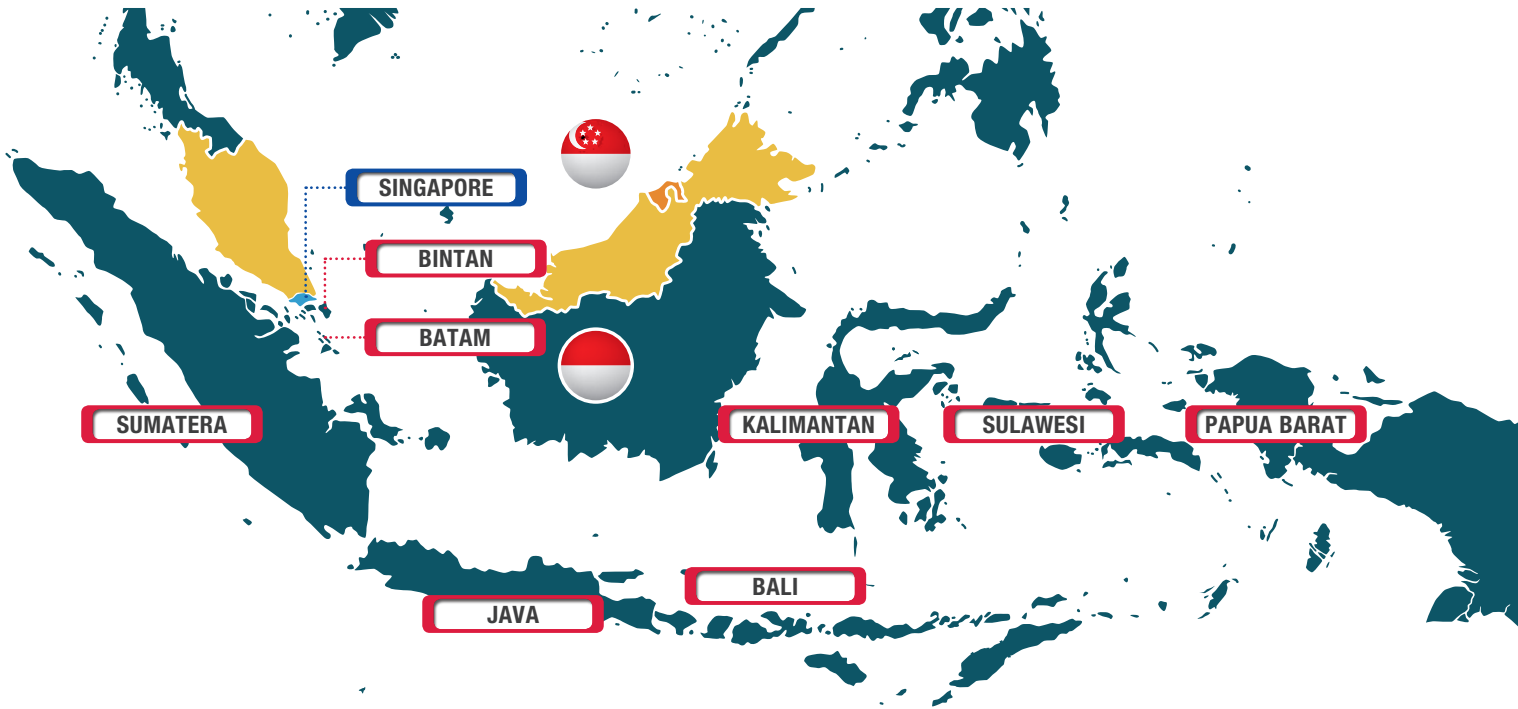
<sup>1</sup> All our employees are permanent and full-time.

# CORPORATE PROFILE

## ABOUT GALLANT VENTURE LTD

### LOCATION OF OPERATIONS

GRI 102-4 | 102-7



### SUPPLY CHAIN

GRI 102-9

Gallant Venture manages a global supply chain of approximately 300 suppliers across 12 countries. Out of our 300 suppliers, approximately 88 percent of our suppliers are within Indonesia and of these suppliers, 72 percent serve the automotive segment.

Due to the nature of our operations, there is substantial demand created for products and services related to the operational activities of our developers, owners, and operators. Our facilities require skilled technicians and operators of fuel, equipment, components, vehicles, and consultants, to help operate and maintain this aspect of our business operations. In terms of project development, our developers will call on the various bankers, consultants, contractors, and equipment suppliers to outsource various engineering, procurement, and construction activities.

The Group is committed to ensuring that the highest standards of ethics are upheld throughout the entire supply chain. This stems from our values in offering an efficient, reliable and ethical supply chain to produce dependable and first-rate quality. To support this, we pursue businesses with suppliers who share the same business values as the Group.

# CORPORATE PROFILE

## GOVERNANCE AND RISK MANAGEMENT

GRI 102-11 | 102-12 | 102-18

Gallant Venture employs a precautionary approach to risk management and planning developments. We are committed to obtaining and implementing cost-effective measures, which safeguard the environment while contributing to the social value of the communities we affect. The surrounding natural environments, thriving local communities, and economies are crucial to the long-term success for the Group. We align our goals with the Precautionary Principle introduced by the United Nations in Principle 15 of 'The Rio Declaration on Environment and Development' and use it as a guiding principle for the Group.

To further support our sustainable efforts, SRC was set up within the Group. This committee is to review and examine our material sustainability aspects, in relation to our operations. With a dedicated team monitoring our sustainability performance, we are able to develop measures to minimise and mitigate negative impacts and avoid environmental degradation to the best of our abilities.

In addition to our internal governance and practices, we position our business operations and practices in line with international and national standards. For example, our BIP was the first industrial park in the Asia-Pacific has been certified ISO 9001 and ISO 14001. This certification hallmarks a manufacturing site that is efficient, cost-effective, and environmentally friendly. ISO is an independent, non-governmental international organisation with a membership of 161 national standards bodies. The members bring together experts to share knowledge and develop voluntary, consensus-based, market-relevant International Standards that support innovation and provide solutions to global challenges. ISO 9001 specifies requirements for organisational quality management systems while ISO 14001 specifies requirements for environmental management systems (EMSs).





# CORPORATE PROFILE

## MEMBERSHIPS OF ASSOCIATIONS

GRI 102-13



“As an industry-led organisation, NATAS represents the Singapore travel agency community that commands 80% of the total market share. Acting as the voice of the industry, NATAS strives to ensure the sustained and continued development of travel agencies while supporting and spearheading education and training.”

<http://www.natas.travel/Home/Menultem.aspx?subid=2>



“Singapore Commercial Credit Bureau (SCCB) serves to create a higher level of credit transparency in the local business arena by sharing information on payment behaviour, associated with trade credit and credit facilities, of borrowers.”

<http://www.dnb.com.sg/singapore-commercial-credit-bureau.html>



“The Financial Services Authority (Otoritas Jasa Keuangan - OJK) has a vision to become a trustworthy monitoring institution that oversees financial services industry, to protect the interests of consumers and public, and to be able to bring about the financial services industry into becoming a pillar of national economy with global competitiveness as well as capability to promote public prosperity.”

<https://www.ojk.go.id/en/tentang-ojk/Pages/Visi-Misi.aspx>



“The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents 25,800 companies, as well as key local and foreign business chambers.”

<http://www.sbf.org.sg/about-us/overview-about-us>



“Singapore National Employers Federation has a vision of ‘Responsible Employers, Sustainable Business’ and aims “to advance tripartism and enhance labour market flexibility to enable employers to implement responsible employment practices”.

<https://snef.org.sg/about-us/our-vision-mission/>



GABUNGAN INDUSTRI KENDARAAN BERMOTOR INDONESIA

“The Association of Indonesia Automotive Industries (Gabungan Industri Kendaraan Bermotor Indonesia – GAIKINDO) is a non-profit organisation. All members of GAIKINDO are companies of brand-holder agents (APM) that comprise producers, distributors, and manufacturers. GAIKINDO facilitates its members’ interests in relation to the Government’s policies regarding the automotive industry. This includes policies on industry and trade, energy, tax, safety standards, the use of technology, and environment”.

<https://www.gaikindo.or.id/en/profile/>

# CORPORATE PROFILE

## AWARDS AND RECOGNITION

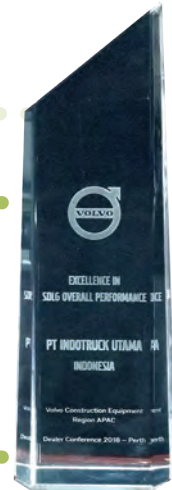


### PT INDOMOBIL FINANCE INDONESIA

2018 Top Multifinance Assets > Rp 10-20 Trillion  
Top Multifinance, 2018

### PT INDOTRUCK UTAMA

Best Performing Dealer in Asia Pacific for SDLG  
APAC Dealer Conference, 2018



### PT INDO TRAKTOR UTAMA

Best Dealer Services Solution  
Manitou Asia Dealer Meeting, 2018

### PT TAMAN INDAH

2018 Gold Circle Award – High service quality standards of hotels and accommodation  
AGODA, 2018



### PT INDOMOBIL SUKSES INTERNASIONAL

2018 Otomotif Award – Best of Compact Luxury Sedan All New Audi A4  
Otomotif, 2018

# ABOUT THIS REPORT

GRI 102-52 | 102-54

This second annual Sustainability Report of Gallant Venture reflects our continued corporate responsibility performance and a firm commitment to long-term value creation, through sustainable business outcomes.

The 2018 report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core Option. The full list of GRI references and disclosures used in this report are listed on the GRI Content Index found on page 22 to 23. This report is also formed with reference to the primary components set out in Singapore Exchange Limited listing Rule 711B on a ‘Comply or Explain’ basis.

## REPORTING SCOPE AND BOUNDARIES

GRI 102-46 | 102-50 | 102-53 | 102-56

The scope of the general disclosures in the report is the entirety of our business operations. The specific indicators of this report cover three key business areas: Automotive, Industrial Parks and Utilities. These three segments attribute approximately 98 percent of the Group’s total revenue in FY2018.

The content for this report has been developed through the influence of the four GRI Reporting Principles: Materiality, Stakeholder Inclusiveness, Sustainability Context, and Completeness. Through the content shared in this report, we aim to reflect the Group’s overall sustainability strategy in the past financial year. We utilise stakeholder engagement results and peer benchmarking to highlight the sustainability aspects, which are most relevant to Gallant Venture.

The scope of this report covers the Group’s sustainability performance for the financial year ended 31 December 2018 (“FY2018”), unless otherwise stated. The Group has not sought external independent assurance for this reporting period, however, the integrity and credibility of the information in this report is assured through stringent internal controls throughout the preparation of the report. The report has been reviewed internally, by the SRC and external reporting consultants.

For detailed financial information that may not be included in this report, please refer to our FY2018 Annual Report available on our corporate website: <http://gallantventure.listedcompany.com/misc/ar2018/>

### *Contact for Feedback:*

We welcome all queries, comments, and feedback regarding our Sustainability Report to be addressed to our Sustainability Reporting Committee (“SRC”) via [gallant@gallantventure.com](mailto:gallant@gallantventure.com)



# STAKEHOLDER ENGAGEMENT

GRI 102-40 | 102-42 | 102-43 | 102-44

Gallant Venture recognises the importance of effective stakeholder engagement to understand their areas of concerns and gather feedback on material issues. As different stakeholder groups may have different needs and objectives, the SRC identified multiple key stakeholder groups based on influence, representation, responsibility, dependency, and proximity.

For our first Sustainability Report in 2017, we have conducted comprehensive reviews on stakeholder feedback and internal operations to identify material issues that are most significant to our businesses. Engagements with our key stakeholders are not restricted to periodic frequencies or for reporting purposes. We are continuously striving to improve through feedback from our stakeholders as we value their opinions beyond the scope of these official engagements. We are committed to engaging extensively with our stakeholders to achieve our sustainability goals.

Stakeholder	Concern Raised	Mode of Engagement	Frequency of Engagement
Shareholders	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Indirect Economic Impacts</li> <li>Anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meetings (AGMs)</li> <li>Informal communications through phone calls or meetings</li> </ul>	Annually Quarterly
Suppliers	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Procurement Practices</li> <li>Supplier Social Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Regular site visits</li> <li>Face-to-face meetings and phone calls</li> <li>Routine notices / email updates</li> <li>Corporate events</li> </ul>	Ongoing basis
Customers	<ul style="list-style-type: none"> <li>Customer Health and Safety</li> <li>Customer Privacy</li> <li>Anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>Regular site visits</li> <li>Face-to-face meetings and phone calls</li> <li>Routine notices / email updates</li> <li>Corporate events</li> </ul>	Ongoing basis
Regulators	<ul style="list-style-type: none"> <li>Water</li> <li>Energy</li> <li>Emissions</li> </ul>	<ul style="list-style-type: none"> <li>Site visits</li> <li>Face-to-face meetings</li> <li>E-mails and formal letters</li> </ul>	Ongoing basis
Top Management	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Energy</li> <li>Employment</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> </ul>	Weekly Ongoing basis
Employees	<ul style="list-style-type: none"> <li>Employment</li> <li>Training and Education</li> <li>Economic Performance</li> </ul>	<ul style="list-style-type: none"> <li>Performance reviews</li> <li>Internal / external trainings</li> <li>E-mail updates</li> </ul>	Annually Ongoing basis



# MATERIALITY ASSESSMENT

GRI 102-46 | 102-47 | 103-1

The materiality assessment strategy adopted for this report is aligned with the four GRI Reporting Principles, resulting in the following identification of the material aspects and topic boundaries covered in this report.

We embrace Stakeholder Inclusiveness to accurately identify and address the concerns of all our key stakeholders. With the concerns identified, we have selected specific indicators based on the Sustainability Context of our operations. We have incorporated these considerations to ensure the accurate prioritisation of sustainability issues in business management, meanwhile that the principles of Materiality and Completeness are adhered to. This ensures that the relevant information is shared accurately and appropriately.

For the financial year 2018, we conducted a peer-benchmarking exercise to review our material indicators. The results combined with the outcomes of last year's stakeholder engagement as the foundation for our sustainability management approach, as well as the content of this report. The table below the indicators we prioritised based on importance to external stakeholders and the impact we are making towards the environment, society, and economy.

Categories	Material Aspects	List of Indicators	Aspect Boundary
Economic	Economic Performance	201-1 Direct economic value generated and distributed	Within organisation
	Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	Within organisation
Environment	Energy	302-1 Energy consumption within the organisation	Within organisation
		302-3 Energy Intensity	Within organisation
	Emissions	305-1 Direct (scope 1) GHG emissions	Within organisation
Social	Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Within organisation
	Employment	401-1 New employee hires and employee turnover	Within organisation
	Training and Education	404-1 Average hours of training per year per employee	Within organisation

# ECONOMIC

## ECONOMIC PERFORMANCE

GRI 103-1 | 103-2 | 103-3 | 201-1

Economic performance is Gallant Venture's primary responsibility and is one of the top three material issues identified by the shareholders, suppliers, top management, and employees. It is critical to ensure the long-term success of the Group and safeguard our assets, shareholders' interests, and sustainable growth.

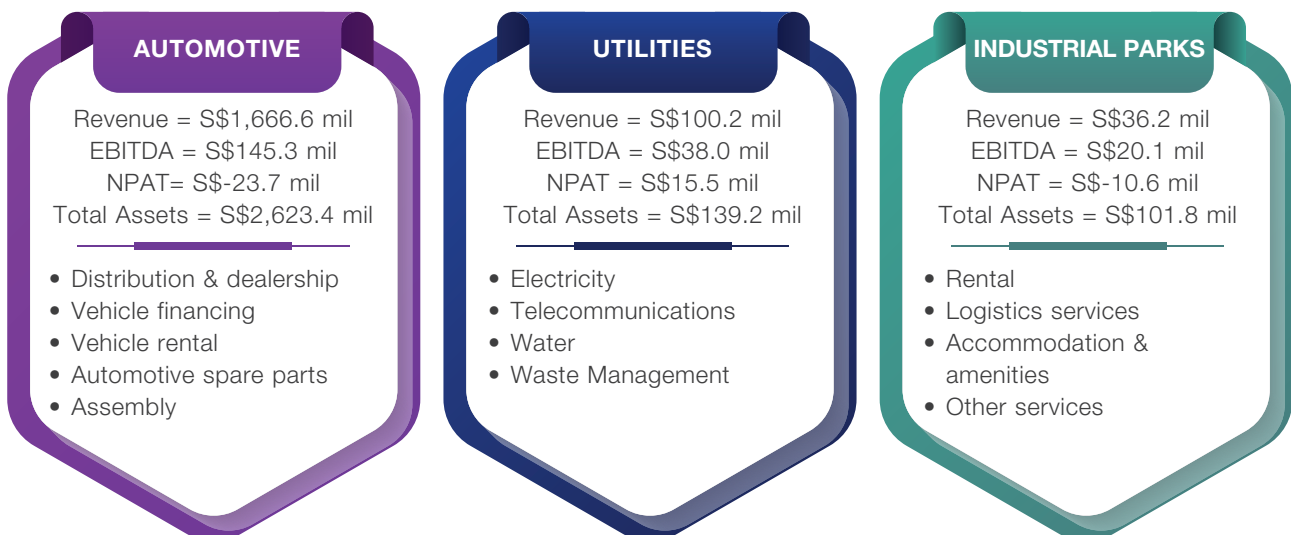
To efficiently manage our economic performance, the Group has put in place a system of internal control and risk management framework. This helps to ensure the accuracy of the financial information and the proper management of the business risks and opportunities. The risk management framework fosters a systematic assessment and structured review of degrees of risk, evaluation, and effectiveness of controls, and requirements for further control.

The scope of our economic management systems spans the operational boundaries of our businesses. Likewise, our economic impacts occur throughout our organisation and supply chain.

To evaluate and monitor the Group's economic management approach, the Group's internal auditors, external auditors, and the Top Management perform thorough reviews regularly. The CEO, CFO, the Board, and the Audit and Risk Management Committee provide further assurance and evaluations.

The Group notes that no system of internal control and risk management can provide absolute assurance against the occurrence of material errors, imperfect decision-making, human error, fraud or other irregularities. However, we take pride in our efforts to eliminate, minimise, and learn from error whenever possible.

The financial highlights can be found on our FY2018 Annual Report, the summary for the Automotive, Industrial Parks, and Utilities are as follows:



EBITDA: Earnings before interest, tax, depreciation, and amortisation

NPAT: Net profit after taxation

Our target is to continue creating value for the shareholders and contribute to the development of the community in the upcoming financial year.

# ECONOMIC ANTI-CORRUPTION

GRI 103-1 | 103-2 | 103-3 | 205-2

The Group strives to run our business in an ethical manner and believes that anti-corruption measures are critical to ensuring our business continuity. Our workforce size and operations span across different geographies and thus could potentially make us vulnerable to cases of corruption. Therefore, our stakeholders have identified anti-corruption as one of the key material economic aspects.

We are committed to conducting our business in compliance with all the applicable laws and standards to prevent any instance of corruption and bribery. We implement a zero-tolerance policy throughout the Group against all forms of corruption, fraud, bribery, and unethical actions of all kinds. Our Anti-corruption Policy applies to all employees of the Group including Directors, and Officers.

To prevent corruption and unethical behaviour, our Anti-corruption policy:

- Outlines the responsibilities of the Group and each employee to observe and uphold the Group's zero tolerance for corruption and bribery.
- Informs and guides employees on how to recognise, address, resolve, avoid, and prevent instances of corruption and bribery that may arise in the course of their work.
- Our Anti-corruption Policy includes guidance and clarifications regarding ethical conduct, compliance with laws, anti-corruption, gifts and hospitality, and donations and contributions.

This Anti-Corruption Policy does not and cannot reasonably cover every situation that an employee may face in the course of employment with the Group. If in doubt, employees are strongly encouraged to seek immediate guidance from their supervisors, the Human Resource Department, the Legal Department or, where appropriate, the Group's senior management.

This Policy is subjected to regular review by the Group, and it may be revised periodically to reflect changes in the Group's procedures. The effectiveness of the policy is evaluated through the results of various preventive, detective, and responsive anti-corruption measures.

Preventive measures: Code of business conduct, employee code of conduct, conflict of interest policy, corporate gift policy, fraud risk assessments, employee, and third party due diligence.

Detective measures: Whistle-blowing policy, forensic data analysis, compliance and monitoring, and pre-employment screening.

Responsive measures: Fraud reporting procedures, fraud investigation procedures, and grievance handling procedures.

Our anti-corruption policies have been communicated to all employees and major business partners of Gallant Venture, across all regions, sectors and management/governance levels. We are pleased to report that there have been no violations of our anti-corruption policies identified in FY2018.

# ENVIRONMENT

## ENVIRONMENTAL COMPLIANCE

GRI 103-1 | 103-2 | 103-3 | 307-1



We are aware of our responsibility towards the environment and strive to conduct our business in a responsible manner. We are committed to meet the requirement of all laws applicable to minimise our business impact on environmental resources.

To enhance our operational efficiency, the Group continuously monitors the effects of our organisational activities and ensure compliance with mandatory standards. We aim to optimise our resource utilisation such as reducing water and energy consumed and waste generated. We go beyond our internal operation and monitor the business activities carried out by our tenants and customers. We engage our tenants in meaningful discussions to emphasise the importance of compliance with environmental regulations as well as the potential effects of their activities. We avoid tenants involved in business activities that could be harmful to the environment such as causing excessive pollution, improper disposal of waste, etc.

We ensure our employees understand and stay up to date with the latest environmental regulations and requirements. Risk management measures are implemented to ensure compliance and assess future regulatory changes that may affect our business. In case any major issues are detected, these are escalated to the senior management who advise the implementation of corrective action to manage the issue in a timely manner.

To aid with compliance management processes, monthly reports are submitted to highlight any issues that may affect the environment negatively. We also encourage our employees to share ideas to promote sustainability.

We are pleased to report that we have not identified any non-compliance with environmental laws and regulations for FY2018. We continue to aim to achieve zero non-compliance with environmental laws and regulations for the upcoming financial year.



# ENVIRONMENT

## ENERGY

GRI 103-1 | 103-2 | 103-3 | 302-1 | 302-3

We continue to address the threat of climate change with a focus on improving our energy performance and efficiency measures. Power production is one of our key services and therefore the Group, as well as our stakeholders, have identified energy consumption as key material issues. As an energy provider to tenants and resort operators, we are aware that our operations have both direct and indirect impact on the environment. It is our goal to optimise our processes and minimise the harmful effects of our business on the environment.

Our main source of energy consumption is through power production and internal usage. Our electricity consumption management strategy aims to:

- Achieve a business portfolio that balances the economic expectations of our stakeholders and our businesses' impact on the climate;
- Fulfil our duty to protect the environment and conserve resources, while providing competitive and reliable solutions for our stakeholders; and
- Improve energy efficiency through best practices and economically viable solutions.

To achieve this, we have implemented a sustainability performance framework, which is both relevant to our core businesses and promotes awareness amongst key stakeholder groups.

We are constantly looking for opportunities to optimise our performance and make our power production process more efficient. The Group understands this will also help improve our bottom line by providing new avenues for cost efficiency.

The energy performance is monitored and reported on a monthly basis. This helps to assess the current performance, identify gaps and set future targets. Our goal is to achieve an efficiency of 80%. If any significant deviation from the target is observed, it is flagged and immediately escalated to the senior management. We take prompt action to implement corrective action and remediation measures.

For 2018, the total energy consumption for internal use (excluding electricity sold) was 71,743,495 kWh. The calculation methodology included our energy consumption from the transmission loss during power production, internal usage and our office electricity bill for the reporting period. Our non-renewable sources of energy include diesel and gas, whereas there was zero consumption of renewable energy fuel in FY2018. The scope of our energy consumption is restricted to consumption within the organisation.

To provide better metrics of comparison to our stakeholders, this year onwards we have decided to disclose our energy intensity. Given the diverse nature of the business, we are using total revenue for the current financial year as metrics to present our energy intensity.



**71,743,495** kWh  
TOTAL ENERGY CONSUMPTION

**0.040** kWh/S\$ million  
ENERGY INTENSITY

# ENVIRONMENT

## EMISSIONS

GRI 103-1 | 103-2 | 305-1



Greenhouse gas (“GHG”) emissions arising from our energy consumption is the key environmental impact of our business operations. We are aware of the challenge to reduce our carbon footprint while remaining profitable. Therefore, it is crucial that we monitor, manage, and minimise our GHG emissions by improving process efficiency and implementing advanced technologies where applicable.

Climate change and the increasing awareness of its impacts will bring changes that will affect our business operations, future risks and opportunities. These could include rising fuel prices, new regulations and standards, and change in consumer preference. In addition to these uncertainties, we have observed growing demand from our stakeholder for greater transparency of our environmental performance. Therefore, both our contributions to and the impacts of, climate change are of great importance to us.

Our GHG emissions are primarily driven by our energy consumption. Therefore, the topic boundary and management approach of these two topics are one and the same.

In our Scope 1 GHG emissions disclosure, the gases included for in the calculation are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O), with totals expressed in units of tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e). GHG emissions were calculated based on the Greenhouse Gas Protocol Standards.

Our GHG emissions target is to decrease emissions by 10% by 2022 (baseline 2017).

# SOCIAL EMPLOYMENT

GRI 103-1 | 103-2 | 103-3 | 401-1

The Group strongly believes that our employees are our most valuable resource and form the backbone of our organisation. We are continuously looking for ways to enhance our employees' well-being and provide them with a healthy working environment.

The Group is committed to ensuring safe and fair employment practices. Our recruitment process is completely merit-based and does not discriminate on the basis of religion, ethnicity, race, gender, marital status or age. We are proud to have a diverse and inclusive workforce. We also understand that investing in the development of our people is a direct investment in the future of the Group. We provide opportunities for their professional development and encourage them to stay up to date in their areas of expertise through training.

In setting remuneration packages, we align the level and structure of remuneration to the long-term success interests and risk policies of the Group. The Group's principles and employee satisfaction measures are designed to attract, retain, and motivate top talent.

We encourage our employees to provide feedback, suggestions, and grievances to the attention of their supervisors, the Human Resources Department, or the Legal Department. Any effort to retaliate against any person making a complaint in good faith is strictly prohibited and shall be reported to the CEO.

We will continue to emphasise the importance of diversity in our workplace culture and provide our employees opportunities to thrive both personally and professionally.

## TOTAL NUMBER OF EMPLOYEES

### BY GENDER



80%  
MALE



20%  
FEMALE

### BY NATIONALITY

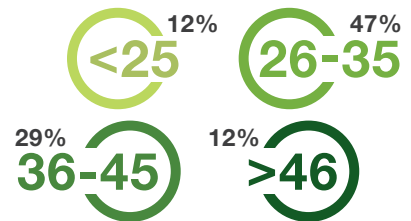


0.02%  
SINGAPORE



99.98%  
INDONESIA

### BY AGE GROUP



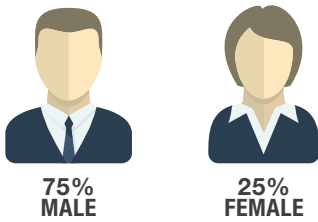
\*Total Number of Employee: 8,049<sup>2</sup>

<sup>2</sup> The employee data in this section covers three business segments under our scope: Automotive, Industrial Parks and Utilities.

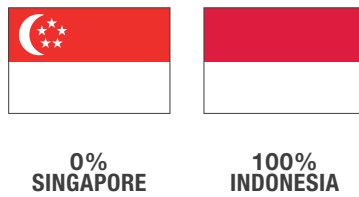
# SOCIAL EMPLOYMENT

## TOTAL NUMBER OF NEW HIRES

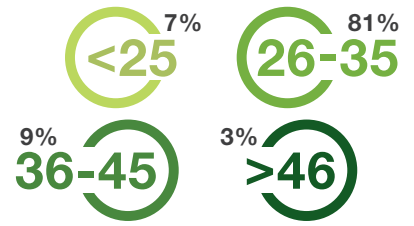
### BY GENDER



### BY NATIONALITY



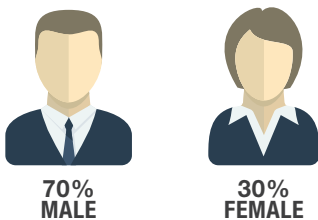
### BY AGE GROUP



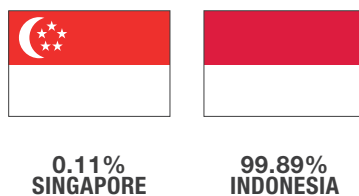
\*Total Number of New Hires: 1,626

## TOTAL NUMBER OF TURNOVER

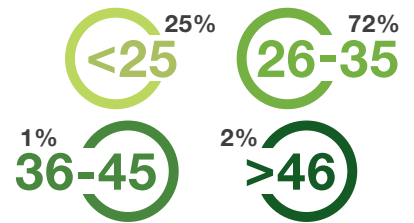
### BY GENDER



### BY NATIONALITY



### BY AGE GROUP



\*Total Number of Turnover: 1,797



**20.2** per employee  
NEW HIRE RATE



**22.3** per employee  
TURNOVER RATE



## SOCIAL TRAINING AND EDUCATION

GRI 103-1 | 103-2 | 103-3 | 404-1

The Group understands the importance of engaging and developing our talent pool. With the continuous changes in the highly competitive market, it is essential for our people to stay abreast with the latest industry trends and developments.

We provide a working environment, which encourages our employees to participate in training and development activities. Our efforts to train and educate our employees are organisation-wide, as such all employees are encouraged to undergo the courses and seminars. The effectiveness of our efforts are measured by recording and disclosing the hours of training.

At Gallant Venture, we provide our employees with performance appraisals on an annual basis to evaluate their career progression, key performance indicators, and concerns and thus identify training needs. Employees are provided with equal opportunity to be considered for training and development based on their needs to help them achieve their career development goals.

TRAINING & EDUCATION	AVERAGE HOURS
BY GENDER	
MALE	8.2
FEMALE	2.5
BY EMPLOYEE CATEGORY	
MANAGERIAL	7.2
EXECUTIVE	4.4
NON-EXECUTIVE	10.1



**7.0** per employee  
AVERAGE TRAINING HOURS

Our target is to increase our average training hours per employee to 10 hours by 2022 (baseline year of 2017)

# COMMUNITY ENGAGEMENT

Aside from our internal sustainable management frameworks and policies, Gallant Venture continues to look for opportunities to give back to the community and create a positive impact on the environment.

## BLOOD DONATION



Batamindo Investment Cakrawala (BIC) in cooperation with Indonesian Red Cross (PMI) of Batam Center held four Blood Donation events at Batamindo Industrial Park, in the months of February, May, September and December 2018. The event was not limited to the employees and the tenants at the industrial park but was also open to the communities around the industrial park area. It successfully accumulated a total of 179 donors this year.

## DONATION IN KIND



In August 2018, an earthquake of magnitude 6.9 struck the Indonesian Islands of Lombok. The tragedy killed over 100 people and left at least 20,000 homeless. Indomobil Hino Lombok took the initiative to provide assistance to the victims from several earthquake-affected villages. The donation was in the form of food, mineral water, medicines, toiletries, cooking utensils and clothing that were suitable for use.

## LITTLE STEP FOR THE BRIGHTER FUTURE PROGRAM



In March 2018, PT Hino Motor Sales Indonesia (HMSI) collaborated with Yayasan Gerakan Nasional Orang Tua Asuh (GNOTA) to provide assistance to elementary and secondary school students in the West Nusa Tenggara, East Nusa Tenggara, and Tangerang regions. They contributed over 500 pairs of shoes and 130 sets of school supplies to the students.

# COMMUNITY ENGAGEMENT

## ENGLISH PROGRAM



In December 2018, PT Indomobil Finance Indonesia collaborated with PT Indomobil Edukasi Utama (IEU) to provide non-formal English Education Program to four orphanages located at Jakarta (Panti Asuhan Bersinar, Panti Asuhan Abigail, Panti Asuhan Hati Suci, and Panti Asuhan Griya Asih). The English learning program hoped to prepare the young generation for global challenges.

## JAVAN RHINO CONSERVATION PROGRAM



To support environmental sustainability, Hino Indonesia, in 2018, provided 15 camera traps to WWF Indonesia to be used for observing the population of Javan Rhinos in Ujung Kulon. These camera traps will be installed in the western region of the Honje Mountains. The camera traps were expected to help WWF Indonesia in carrying out Javan Rhino conservation activities.

## ENVIRONMENT



To encourage awareness and action for the protection of the environment, the Group organised a monthly Environment Day on the mid of each month. The campaign aimed to engage employees in environmental awareness through cleaning up our shoreline in Bintan Island to protect the environment.

# GRI CONTENT INDEX

## GENERAL DISCLOSURES

GRI Standard	Disclosure	Page number (s) / Omission
<b>ORGANISATIONAL PROFILE</b>		
102-1	Name of the organisation	2
102-2	Activities, brands, products, and services	2
102-3	Location of headquarters	2
102-4	Location of operations	2, 5
102-5	Ownership and legal form	Please refer to our Annual Report page 61
102-6	Markets served	2
102-7	Scale of the organisation	4-5 Please refer to our Annual Report for additional information
102-8	Information on employees and other workers	4
102-9	Supply chain	5
102-10	Significant changes to organisation and its supply chain	Please refer to our Annual Report
102-11	Precautionary principle or approach	6
102-12	External initiatives	6
102-13	Memberships of associations	7
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	1
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behaviour	4
<b>GOVERNANCE</b>		
102-18	Governance structure	6 Please refer to Page 26-27 of our Annual Report
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	10
102-41	Collective bargaining agreements	This is not applicable, as we do not have trade unions
102-42	Identifying and selecting stakeholders	10
102-43	Approach to stakeholder engagement	10
102-44	Key topics and concerns raised	10
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	Please refer to our Annual Report
102-46	Defining report content and topic Boundaries	9-11
102-47	List of material topics	11
102-48	Restatements of information	We do not have any restatement of information
102-49	Changes in reporting	Additional indicator : 302-3: Energy Intensity
102-50	Reporting period	9
102-51	Date of most recent report	5 September 2018
102-52	Reporting cycle	9
102-53	Contact point for questions regarding the report	9
102-54	Claims of reporting in accordance with GRI Standards	9
102-55	GRI content index	22-23
102-56	External assurance	9

GRI 102:  
General  
Disclosures  
2016



# GRI CONTENT INDEX

## MATERIAL TOPICS

GRI Standard	Disclosure		Page number (s) / Omission
<b>ECONOMIC</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 12
	103-2	The management approach and its components	12
	103-3	Evaluation of the management approach	12
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	12 Please refer to our Annual Report for additional information
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 13
	103-2	The management approach and its components	13
	103-3	Evaluation of the management approach	13
GRI 205: Anti- corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	13
<b>ENVIRONMENT</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 14
	103-2	The management approach and its components	14
	103-3	Evaluation of the management approach	14
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	14
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 15
	103-2	The management approach and its components	15
	103-3	Evaluation of the management approach	15
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	15
	302-3	Energy intensity	15
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 16
	103-2	The management approach and its components	16
	103-3	Evaluation of the management approach	16
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	16
<b>SOCIAL</b>			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 17
	103-2	The management approach and its components	17
	103-3	Evaluation of the management approach	17
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	17-18
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	11, 19
	103-2	The management approach and its components	19
	103-3	Evaluation of the management approach	19
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	19



**GALLANT VENTURE LTD.**

3 HarbourFront Place | #16-01 HarbourFront Tower Two | Singapore 099254

Tel : (65) 6389 3535 | Fax : (65) 6396 7758

[www.gallantventure.com](http://www.gallantventure.com)