



SINJIA LAND
limited

SUSTAINABILITY REPORT

2021

This report is prepared in compliance with the requirements of Rules 711A and 711B of the listing manual of the Singapore Exchange Securities Trading Limited ("SGX-ST"), and based on the Global Reporting Initiative ("GRI") Standards.

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ABOUT THIS REPORT

[GRI 102-1, 45, 50, 53 to 54]

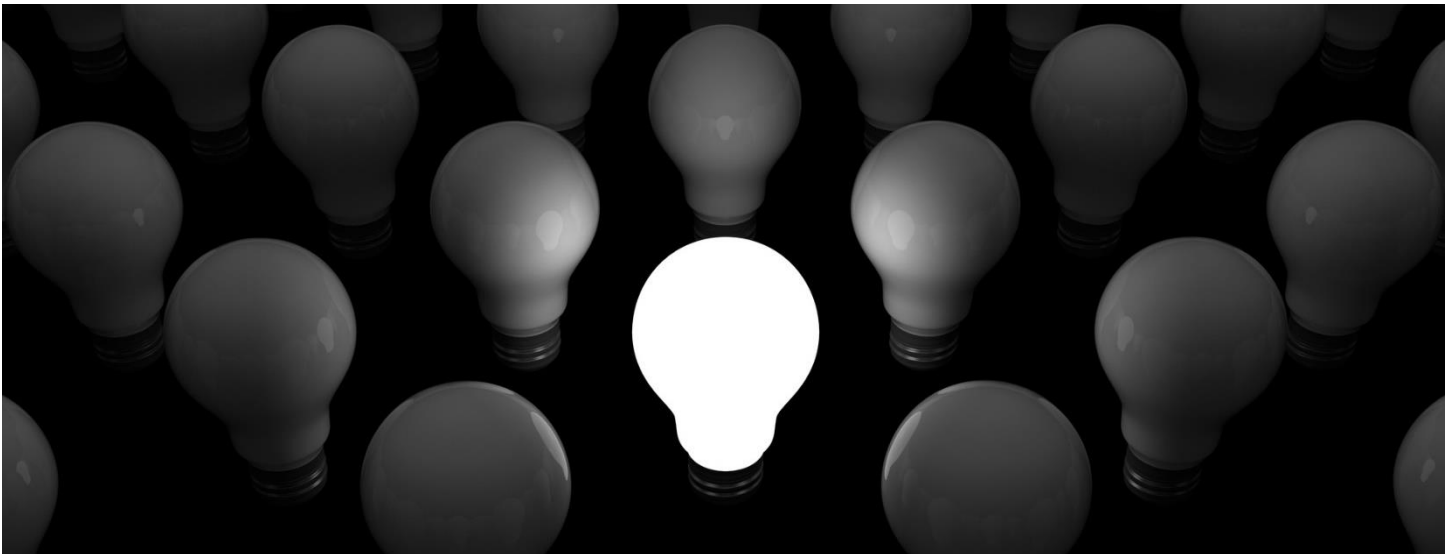
In this Sustainability Report (“Report”), it covers Sinjia Land Limited and its subsidiaries’ (“Sinjia” or the “Group”) sustainability performance for the reporting period from 1 January 2021 to 31 December 2021 (“FY2021”). This Report focuses on the significant operations of the Group which covers Sinjia Land Limited and G4 Station Pte Ltd.

This Report has been prepared in accordance with the GRI Standards: Core Option. GRI is the independent, international organisation that helps businesses and other organisations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. GRI provides the world’s most widely used standards for sustainability reporting – the GRI Standards, as such, we have adopted the GRI Standards for our reporting purposes.

We continue to address the factors deemed material to Sinjia based on the Economic, Environmental, Social and Governance (“EESG”) factors, and present our progress so far in our sustainability journey. Sinjia is committed to continually improving its sustainability reporting processes.

We welcome feedback from our stakeholders as this enables us to continually improve upon our sustainability efforts. Please send your feedback to feedback@sinjl.com.

In our effort to conserve the environment, no hard copies of this Report are printed. We have uploaded a digital copy on our website at www.sinjl.com and on the SGXNet at www.sqx.com.



ABOUT US

[GRI 102-2 to 7, 16]

Headquartered and incorporated in Singapore since 2004, Sinjia is listed on the Singapore Exchange Securities Trading Limited (“SGX-ST”) Catalist (formerly known as SESDAQ) in 2005. Subsequently, Sinjia was transferred to the Main Board in 2008 and transferred back to Catalist in 2015.

Sinjia engages in hostel management, operating under its subsidiary G4 Station Pte. Ltd. (“Hostel”), which was acquired in October 2016. The Hostel, a 5-storey economy class hostel in Singapore with a size of 574.8 square meters, has 23 dormitory rooms and 87 beds (ranging from 2 to 8 beds per room). The average occupancy level during our reporting period is approximately 46%.



Mission

At Sinjia, we believe that affordability should never compromise service. We aim to reflect this belief through our provision of quality hospitality at a competitive price. Our services are dedicated to crafting a comfortable experience for our guests.



Vision

Our vision is to be the preferred choice for travellers in Singapore seeking comfort at an affordable rate.



Core Values

We aim to be a socially responsible corporation by reducing, recycling and re-using relevant resources to minimise our impact on the environment.

We aim to be a people developer by inculcating a sense of affiliation and belonging amongst the management team and staff.

We value people as assets and provide opportunities for continual learning and personal upgrading.

BOARD'S MESSAGE

[GRI 102-14]

Dear Stakeholders,

The Board of Directors (the "Board") is pleased to present the Group's Sustainability Report (the "Report") for financial year ended 31 December 2021. This Report outlines the key Economic, Environmental, Social and Governance ("EESG") factors deemed material to us and our stakeholders. We have considered the sustainability issues as part of our strategic formulation which are determined by the material EESG factors. We have also received feedback from the stakeholders on an ongoing basis and ensured that there is adequate management and monitoring over the factors identified during the year.

Sinjia is engaged in hostel management. There has been a significant, sustained and continuous impact to the tourism sector caused by the spread of COVID-19 throughout the financial year end ("COVID-19 outbreak") which had resulted in a significant reduction in hostel occupancy rates. We have implemented measures which helped to managed the effects of the COVID-19 outbreak. These measures are detailed in the report below. The Group has also kept the occupancy rate at a reasonable level to be in line with the relevant safe distancing measures.

At Sinjia, as we are still committed to working towards sustainable growth, we have considered sustainability issues as part of our strategy formulation. We would like to express our gratitude to our partners, stakeholders and team members involved in our sustainability journey. As we continue to strive towards a sustainable future, we still endeavour to continually enhance value to our stakeholders, while considering the relevant social and environment impacts.

Once again, we thank you for your unwavering support.

LI AN HUA
Non-Executive Chairman

CHEONG WEIXIONG, JEFF
Group Chief Executive Officer and Executive Director

7 April 2022

BUSINESS EXCELLENCE AND ETHICS

[GRI 102-11, 16, 103-1 to 3, 205-3]

Enterprise Risk Management

The Group has an Enterprise Risk Management (“ERM”) policy that safeguards the stakeholders’ interest. This sound system of risk management determines the nature and extent of the significant risks which the Group is willing to take in achieving our strategic goals. The policy is aligned to ISO 31000: 2009, the international standards on ERM with the objectives of meeting the compliance in the design, implementation and monitoring of the key risks and internal control systems in place. The Group has developed and implemented the appropriate risk management procedures to address the key risks identified. All significant matters will be highlighted to the Audit Committee and the Board of Directors of the Company.



Whistle Blowing Policy

Sinjia engages in responsible business practices and complies with the relevant laws and regulations that address bribery and corruption. A Whistle Blowing Policy has been implemented to provide employees of the Group with an independent and confidential channel to report suspected fraud, corruption, dishonest practices or irregularities. The policy encourages the reporting of such matters by employees on an anonymous basis. The Group is confident of the policy’s effectiveness as reports by employees can be made confidentially and easily via e-mail.

At the same time, such reporting will also be in compliance with applicable laws and the employees will not be penalised.

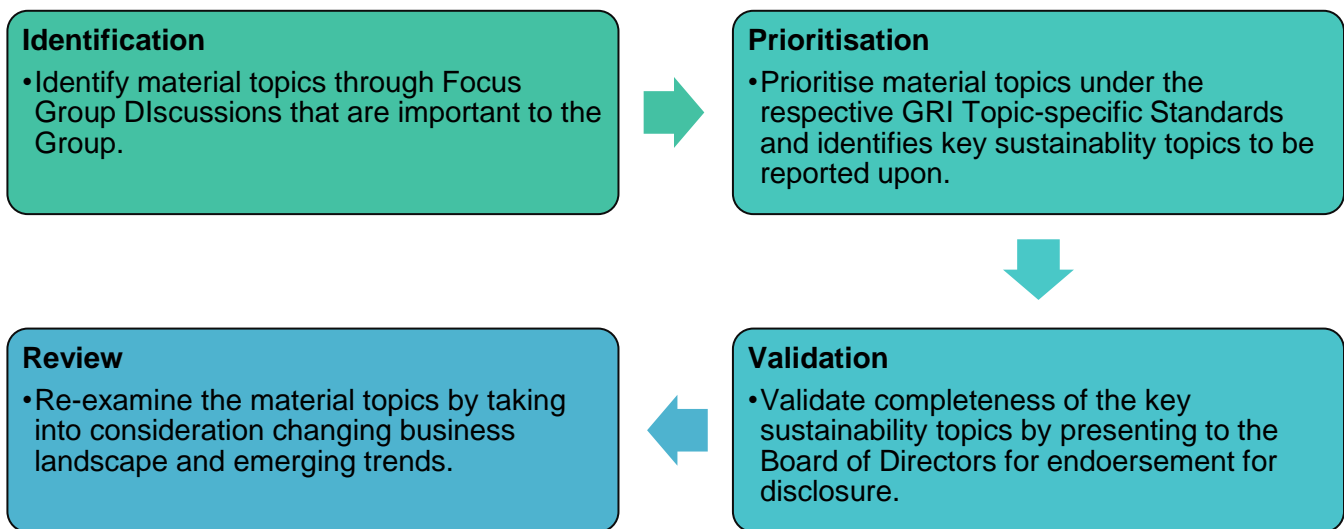
Details of the Whistle Blowing Policy are disseminated to all employees of the Group and reminders are circulated to all existing employees and new employees on a semi-annual basis. There were no incidents of bribery and/or corruption reported during the year. We aim to maintain this performance perpetually.

OUR APPROACH TO SUSTAINABILITY

[GRI 102-18, 42, 46]

We conducted our first materiality assessment in 2017 with reference to the Global Reporting Initiative (“GRI”) Standards to identify and select key stakeholders with whom to engage and determine the EESG factors that are material to them. We conducted a Focus Group Discussion with our very own Sustainability Reporting Champion Team (“Team”) to validate the assessment and gather feedback on the sustainability issues that are important to these key stakeholders.

The key stakeholder groups and material factors are still deemed relevant and remain unchanged. We will continue to assess the identified material factors on a regular basis to ensure their relevance. We analysed our operations and adopted a 4-step approach (shown below) in determining the material EESG factors that are material to our stakeholders.



Sinjia addressed the issues at hand by following the 4-step process listed above. We studied these EESG risks and their potential impacts to gain a comprehensive overview of mitigation approaches. Through the above four steps, we were able to gain an understanding of the issues that matter most to our key stakeholders. We then earmarked material factors and assessed their materiality with regards to our business operations, with reference to the respective GRI standards.

Sinjia has our very own Team who evaluated these material factors with reference to the GRI Standards. Thereafter, the Team worked with the relevant departments to execute the strategies and action plans upon the approval by the Company’s Chief Executive Officer and Board of Directors.

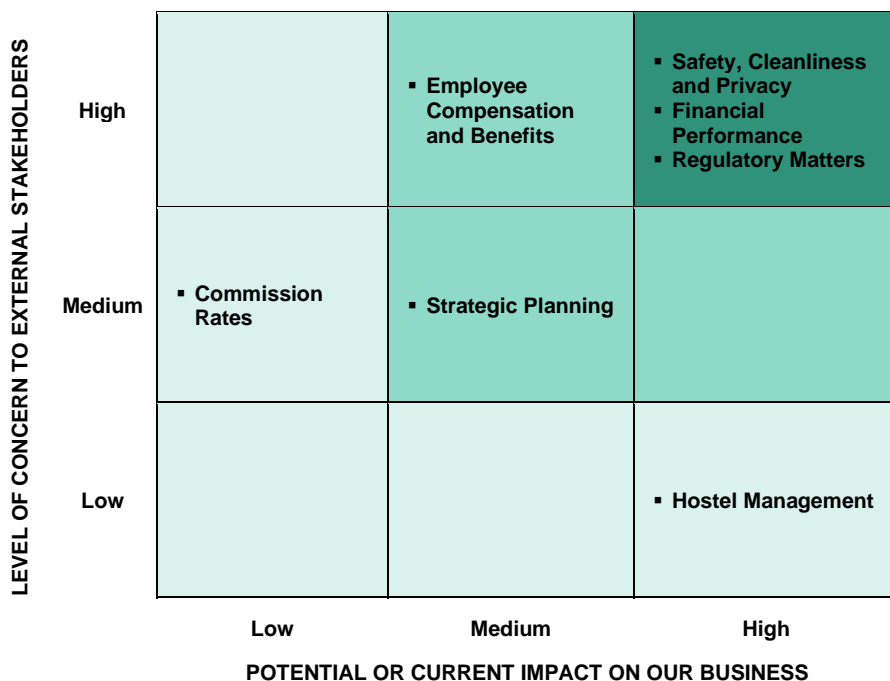
Sinjia is committed to improving the identification and management of material issues relevant to our stakeholders.

IDENTIFICATION OF STAKEHOLDERS

[GRI 102- 40, 42 to 44]

We have continued to engage with our key stakeholders to understand their expectations and our approach to engagement is shown below.

Key Stakeholders	Basis for Determining Stakeholders	Engagement Platform	Frequency of Engagement	Topics Discussed
Investors and Shareholders	Influence on management's decisions and responsibility towards investors	Company's website and annual general meeting	As and when; and annually	Financial performance; Strategic planning
Online Booking Agents	Dependency on agents	E-mails and phone calls	As and when	Commission rates
Government and Regulators	Compliance with local laws and regulations	Regular reporting	Annually	Regulatory matters
Employees	Employees executes the direction of the Group	Performance appraisal, informal dialogues and phone calls	As and when; and annually	Employee compensation and benefits; Hostel management
Hostel Guests	Customers' needs influence the direction of the Group	Online booking platforms, informal dialogues and feedback	As and when	Safety, cleanliness and privacy



We have identified and prioritised the topics discussed and ranked them in accordance to importance to our stakeholders and importance to the Group.

Topics falling under the top right quadrant are deemed material and will be reported in this Report.

OUR MATERIAL EESG FACTORS

[GRI 102-46 to 47]

There have been no major changes to our business operations this year. The key factors identified under the EESG framework remain the same.

Material Topic	Why Material	GRI Standards Disclosure	Boundary	
			Within Sinjia	Outside Sinjia
Economic				
Economic Performance	Poses significant effects towards stakeholders	201-1	√	
Indirect Economic Impact	Poses significant effects towards stakeholders	203-2	√	
Procurement Practices	Poses significant effects towards stakeholders	204-1	√	
Anti-Corruption	Poses significant effects towards stakeholders	205-3	√	
Environmental				
Energy Consumption	Poses significant effects towards sustainability	302-1 302-3	√	
Water Consumption	Poses significant effects towards sustainability	303-5	√	
Social				
Employment	Poses significant effects towards employees	401-1	√	
Training and Education	Poses significant effects towards employees	404-1 404-3	√	
Diversity and Equal Opportunity	Poses significant effects towards employees	405-1	√	
Non-Discrimination	Poses significant effects towards employees	406-1	√	
Customer Health and Safety	Poses significant effects towards customers	416-2	√	
Customer Privacy	Poses significant effects towards customers	418-1	√	

RESPONSIBILITY TOWARDS OUR ECONOMY

[GRI 103-1 to 3, 203-2]

Our Indirect Economic Impact

The Singapore tourism sector has been affected by the ongoing COVID-19 situation. During FY2021, International Visitor Arrivals (“IVA”) decreased 88% over the same period last year from 2.74 million to 0.33 million visitors. Accommodation is one of the basic needs for any tourism activity. As a hostel service provider, we recognised the importance of providing good services as the level of hospitality helps in building the image and market of Singapore, regardless of the COVID-19 situation. In spite of the COVID-19 situation bringing tourism to a complete halt since April 2020, the Group have made efforts to explore methods to keep the hostel business afloat, one example as having long term hostel guests who are foreign employees (unable to return home due to closed borders) working in Singapore. The occupancy rate has increased from 38% to 46% over the past year, this is in line with our expectations. The Group intends to maintain the occupancy rate below 50% so as to comply with the relevant safe distancing measures.

We also work with the Singapore Tourism Board (“STB”) to drive strategic alignment towards the development of a vibrant and innovative hotel sector.

We promote the different places of interests in Singapore by displaying the various Singapore attractions brochures at our Hostel lobby. Additionally, we frequently provide advice to our guests and assist them with the booking of tickets and tours over our reception counter. It is, however, impracticable for us to quantify the indirect economic impact arising from such activities.

Although there are little to no tourism activities over the past year, we will continue to display Singapore attractions brochures to help further promote tourism in Singapore.



RESPONSIBILITY TOWARDS OUR ECONOMY

[GRI 102-9, 103-1 to 3, 204-1]

Our Procurement Practices

Sinjia is committed to building and maintaining a sustainable and resilient supply chain in Singapore for both the Group and our suppliers. Our vendors provide us with energy, water, laundry and pest control services.

Local suppliers are advantageous to Sinjia as they are able to deliver products and services with shorter lead time and at a lower cost. Face to face meetings with suppliers, where required, allows us to address any concerns that we might have and maintain greater control over the standard and quality of products and services provided to us. We aim to continue our local procurement practices in the long run.

One of the key service providers involved in our supply chain are the online travel agents. We work closely with 6 main travel booking agents known to many such as Agoda, Booking.com, Expedia, Hotels.com, Traveloka and Airbnb. As the Group currently works with all the major online travel agents, we seek to maintain our current working relationships in the long term.



RESPONSIBILITY TOWARDS OUR ENVIRONMENT

[GRI 103-1 to 3, 302-1, 3]

Sinjia understands that being a successful hostel service provider requires the Group to be efficient, well managed and customer focused. In addition, Sinjia needs to fulfil the expectations of our stakeholders, which includes demonstrating our commitment to preserving the environment. There were no cases of non-compliance with environmental laws and regulations during the reporting period and the target will be to maintain this performance perpetually.

Our Energy Consumption

Each guest room requires non-renewable energy sources in the form of electricity, which is powered by electricity distributors. These include air-conditioning, lighting and heating.

During the reporting period, the Hostel consumed a total of 106,000kWh of electricity and has an occupancy of 14,579 guest nights. On average, each Hostel guest consumes 7.27 kWh of energy per guest night, which represents a 7% decrease in the consumption of energy per guest night.

We were unable to perform an industry benchmarking¹ by sub-sector. A summary can be found in the table below:

Area of focus	Actual FY 2019 Performance	Actual FY 2020 Performance	FY 2021 Target	Actual FY 2021 Performance	FY 2022 Target
Electricity consumption	138,000 kWh	100,000 kWh	NA	106,000 kWh	NA
Average electricity consumption per guest night	7.13 kWh / guest night	7.78 kWh / guest night	7.60 kWh / guest night	7.27 kWh / guest night	7.60 kWh / guest night

While the comfort of our guests is a key element during their stay, we abide by our Group's energy saving policies whenever possible. We display notices in the room and within the Hostel to remind our Hostel guests to switch off the air-conditioning and lights whenever they are not in use, which is ultimately the decision of each guest. We also play our part in reducing our carbon footprint by utilising sensors and controls to adjust the lighting and other systems, such that they are automatically switched on when motion is detected.

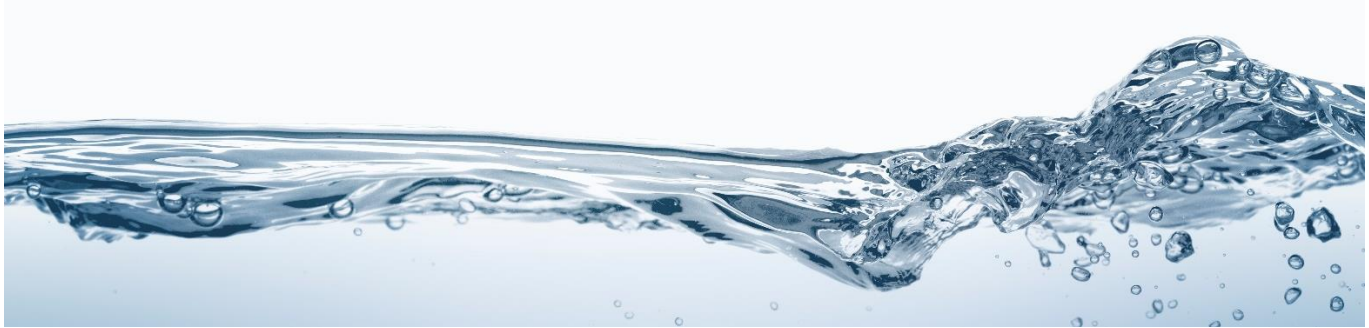
The Group will continue to monitor its energy consumption and take extra steps to reduce the energy intensity ratio per guest night. Moving forward, we seek to keep the electricity consumption per guest night below 7.60 kWh in the long term.

¹ There were no statistics reported by the Singapore Tourism Board for Q4 2021 in order to enable us to make a meaningful comparison.

RESPONSIBILITY TOWARDS OUR ENVIRONMENT

[GRI 103-1 to 3, 303-5]

Our Water Consumption



Water is scarce in Singapore. As the demand for water continues to increase in tandem with population and economic growth, we have seen an increase in the hostel’s water consumption.

Approximately 2,574,000 litres of potable water was obtained from local municipal water supplies during the reporting period. That translates to the equivalent of 177 litres of water used per guest night, which represents a 5% increase in consumption per guest night. This was mainly attributed to the COVID-19 situation where more frequent cleaning being undertaken on the guest rooms and communal facilities. In addition, it was noted that people adopted water-intensive practices at the start of the pandemic in a bid to protect themselves from COVID-19, which included more frequent cleaning of clothes and enhanced personal hygiene.

We were unable to perform an industry benchmarking². A summary can be found in the table below:

Area of focus	Actual FY 2019 Performance	Actual FY 2020 Performance	FY 2021 Target	Actual FY 2021 Performance	FY 2022 Target
Water consumption	2,199,000 litres	2,175,000 litres	NA	2,574,000 litres	NA
Average water consumption per guest night	116 litres / guest night	169 litres / guest night	< 170 litres / guest night	177 litres / guest night	< 180 litres / guest night

Hostel guests are also given complimentary bottles of water for their personal consumption. As the pressure on water resources increases, it is important to reduce and conserve water resources. Sinjia recognises the importance of water and is constantly finding ways to reduce water consumption in the Hostel. We hang signs around the pantry and bathrooms to remind all our guests to turn off the tap when not in use. This is also to encourage Hostel guests to reduce their water consumption where possible.

At Sinjia, we are committed to save and conserve in every small way that we can to reduce our water consumption. Our water saving policies have been effective in reducing the average consumption per guest night.

Moving forward, we seek to keep the water consumption per guest night below 180 litres in the long term.

² There were no sub-sector statistics reported by the Ministry of the Environment and Water Resources, Public Utilities Board.

RESPONSIBILITY TOWARDS OUR PEOPLE

[GRI 102-41, 103-1 to 3, 401-1]

Our employees play an important role in our business and we are committed to creating a positive environment for the physical and mental well-being of our employees. This includes the overall job satisfaction which keeps our retention rate high; an inclusive and non-discriminatory culture which forms a safe working space; a fair and open environment for continuous career development; and a safe working environment for all employees.

A significant portion of the Group's activities (i.e. the Hostel operations) are performed by hostel workers through an outsourcing arrangement with HLN Rubber Products Pte. Ltd. and is included as part of our total headcount for the purpose of this Report. Our employees are not covered under any collective bargaining agreements. Directors and management will be reviewing the outsourcing arrangement on a regular basis with the objective to minimise its cost and maximise its returns.

Retention of Our Workforce

The Group's strategy in maintaining our high retention rate involves raising the overall well-being of our employees. We have in place certain benefits for our employees who require additional support.

Employees will be granted flexible working arrangements based on their individual parental or elderly care responsibilities. Sinjia considers the circumstances that may be relevant to determine whether a refusal is or is not reasonable.

Sinjia also allows a pregnant employee to transfer to a 'safe job' without any changes to her original employment terms. In the event where the employee cannot be transferred to a 'safe job', she will be required to take 'no safe job' leave for the time stated in the medical certificate or until the pregnancy ends. 'No safe job' leave is a special type of paid leave as agreed which can be no lower than 30% of the employee's original base pay.

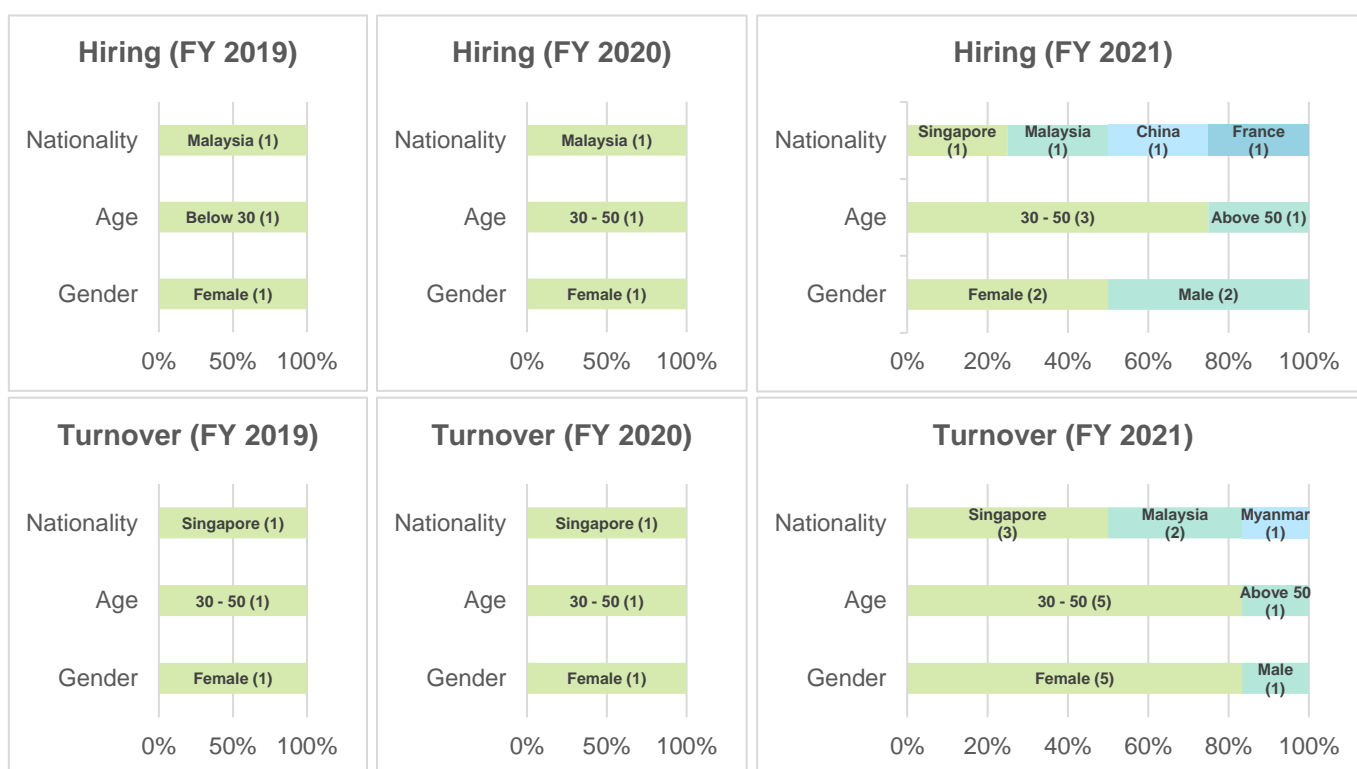
We strongly believe that such benefits show our employees that Sinjia cares about their overall well-being and wants to ensure that they are happy and satisfied with their working environment.

RESPONSIBILITY TOWARDS OUR PEOPLE

[GRI 102-7 to 8, 103-1 to 3, 401-1]

Retention of Our Workforce (cont'd)

As at 31 December 2021, The Group's workforce comprised of 10 permanent and full-time staff. Our hiring and turnover rates are shown below:



Area of focus	Actual FY 2019 Performance	Actual FY 2020 Performance	FY 2021 Target	Actual FY 2021 Performance	FY 2022 Target
Hiring rate	9%	9%	< 10%	36%	< 10%
Turnover rate	9%	9%	< 10%	55%	< 10%

During the reporting period, Sinjia's hiring rate and employee turnover rate were 36% and 55% respectively. The Group had a higher turnover rate this year due to internal restructuring. The hiring rate is in line with the turnover rate due to the need for replacement of employees as well as a new business opportunity. The Group has managed to keep the rates within the target set. The Ministry of Manpower reported the average recruitment rate and resignation rate at 2.1% (2020: 1.6%, 2019: 2.2%) and 1.7% (2020: 1.5%, 2019: 1.8%) respectively in FY2021. We trust that our rates, though significantly higher than the national average, are considered reasonable due to our internal restructuring and overall lean structure.

We aim to keep our employee turnover rate low as it eliminates the need for re-training of employees. Moving forward, we continue seek to keep both the hiring rate and turnover rate below 10% in the long term.

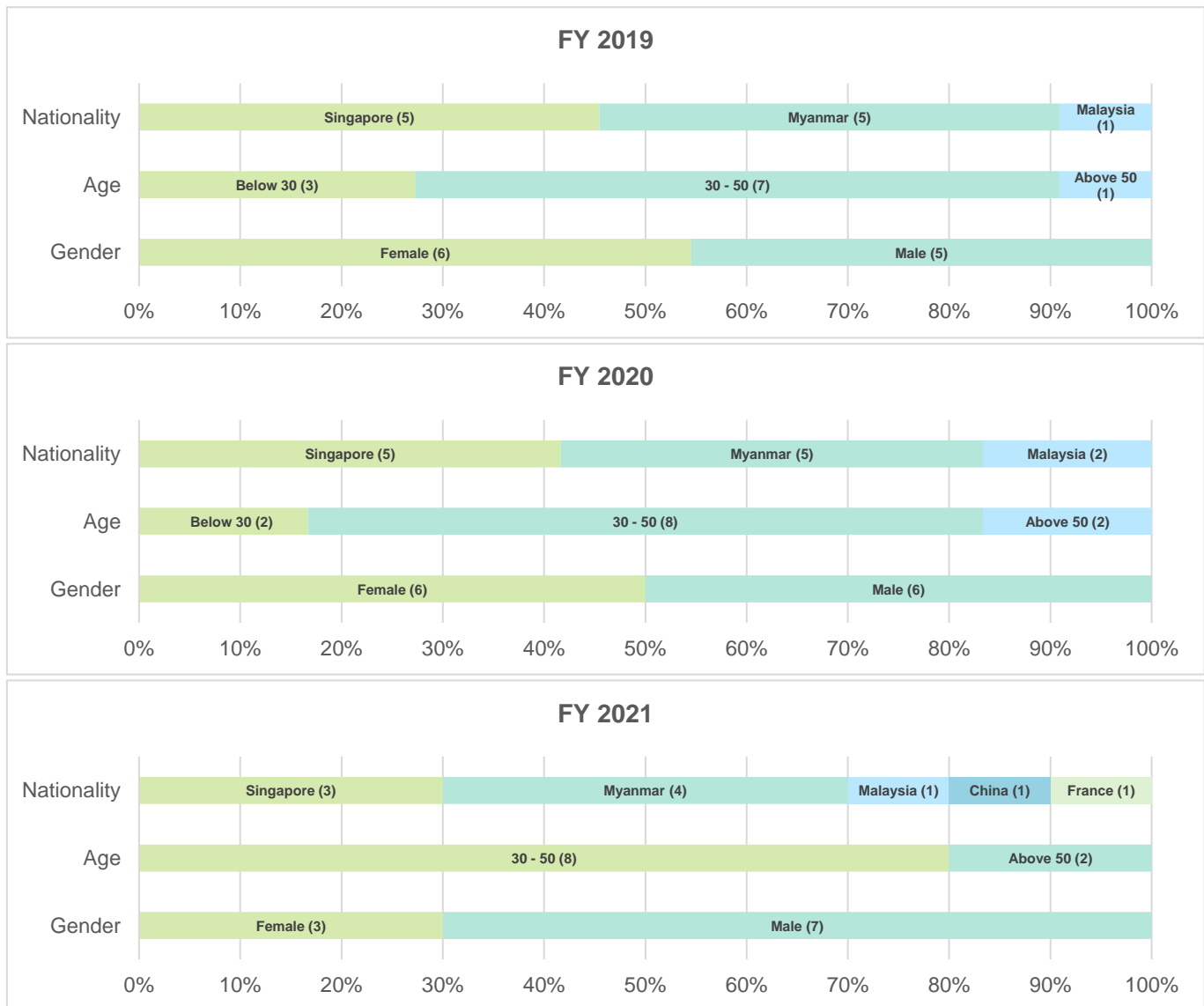
RESPONSIBILITY TOWARDS OUR PEOPLE

[GRI 102-8, 103-1 to 3, 401-1, 405-1, 406-1]

Our Diverse Workforce

Sinjia pledges to promote an inclusive culture that focuses on treating all employees fairly. In our commitment, we adopt fair and merit-based practices for recruitment, selection and promotion. Sinjia’s zero tolerance for discrimination and tough stance on sexual harassment and bullying aims to attract and retain the best possible employees while at the same time, provide all our employees with a safe and respectful work environment. There were no incidents of discrimination during the reporting period. We aim to maintain this performance perpetually.

Sinjia has a diverse workforce comprising of people from a wide array of cultures, viewpoints and backgrounds. Our effective employment policies are based solely on merit and capability, regardless of age, gender, or nationality. We have achieved a balanced workforce as tabulated below.



RESPONSIBILITY TOWARDS OUR PEOPLE

[GRI 103-1 to 3, 401-1, 405-1, 406-1]

Our Diverse Workforce (cont'd)

Our diversity is not limited to our employees but also our Board of Directors. Our Directors come from different age groups and backgrounds which helps to foster innovation. Our experienced Directors bring about stability and security while the younger Directors contribute by introducing new ideas and methods for better strategic management of the Group.

The Board comprises of 4 male directors, of whom, 2 are between 30 - 50 years old and 2 above 50 years old. There were no changes as compared to FY2020. Although there is currently no female director appointed to the Board, the Board does not rule out the possibility of considering and appointing a female director if a suitable candidate is found. We believe in continually creating an inclusive and supportive environment for all our employees.

The Group understands the importance of board diversity and is looking to establish a Board Diversity Policy in the coming year. The Board Diversity Policy will address gender, skills, experience, and other relevant aspects of diversity, including details such as diversity targets, plans, timelines and progress.



RESPONSIBILITY TOWARDS OUR PEOPLE

[GRI 101-1 to 3, 401-1, 404-3]

Developing Our Employees

Sinjia believes in nurturing our employees so that they not only meet and exceed their personal career goals, but also perform to their best. Personal growth of employees would lead to improved organisational performance. Emphasis is placed on feedback from employees as the management believes that such appraisals improve organisational efficiency. The two-way communication between management and employees enables the employees to discuss career goals and formulate plans to achieve the goals.

All employees are subject to annual performance review to discuss their job performance and career goals. We intend to continue this practice moving forward.

Health and Safety of Our Employees

The health and safety of our employees is of paramount importance to us. We believe that everyone is responsible for ensuring health and safety at the workplace. Our Occupational Health and Safety Policy involves the identification, assessment and control of existing and potential risks to employees so as to provide them with a safe and healthy working environment. We have also adopted STB's Safe Management Measures recommended for the hostel, which is further elaborated in the 'Customer Health, Safety and Privacy' section below.

Singapore is a multi-racial and multi-religious society. Our hostel staff are aware of our anti-discriminatory guidelines and treatment towards our hostel guests. We strongly believe in the gathering of people from different countries, race and religion to bring about new social opportunities.

Apart from being socially responsible, we adhere to all relevant rules and regulations stipulated by the regulators from our industry. Under the Hotels Act (Section 16 – Penalties), a certificate of registration and a hotel-keeper's license are required to manage a hostel. We have also obtained other relevant approvals and clearances from the fire safety department and the National Environment Agency.

RESPONSIBILITY TOWARDS OUR CUSTOMERS

[GRI 103-1 to 3, 416-2, 418-1]

Customer Health, Safety and Privacy

The health, safety and privacy of our Hostel guests are of utmost importance to us. We always strive to further improve and maximise our guests' satisfaction.

The Hostel has adopted key measures to ensure the safety and well-being of our employees and customers. Some of these key measures include the screening of every individual for COVID-19 symptoms prior to entry into the premises, SafeEntry and acceptance of TraceTogether Tokens, and spacing all seats at lobbies and other common areas at least 1-metre apart.

We have also kept the front office, guest rooms, corridors and common areas in a safe and sanitary condition, including implementing National Environment Agency ("NEA") and SG Clean measures. This comprises cleaning and disinfecting commons areas frequently, including high-touch areas such as handrails, door handles, and reception counters. The Hostel also provides adequate disinfecting agents like hand sanitisers, disinfectant sprays, paper towels and wipes for the free use of guests, visitors and staff in the guest rooms, common areas, including near high-touch surfaces at all times.

We have a regular pest control service provider who performs monthly pest control. The chemicals and methods used are almost zero toxicity to humans to ensure the comfort and safety of all our guests. Our service provider uses non-hazardous products which are safe for the environment. When the need to use hazardous products arises, they have the expertise to ensure the safety of our Hostel guests.

Sinjia has a fire emergency evacuation plan in place to ensure that there is proper fire safety. The fire safety policy comprises of several fire safety precautions and facilities such as no smoking signs, a fire alarm system, a hose reel and an emergency escape route. There are CCTVs installed around the common areas of the Hostel to ensure the safety of all our guests without compromising their privacy.

RESPONSIBILITY TOWARDS OUR CUSTOMERS

[GRI 103-1 to 3, 416-2, 418-1]

Customer Health, Safety and Privacy (cont'd)

Sinjia takes customer's privacy and data security seriously and maintains all information securely. We have procedures and guidelines in place with regards to the collection, use, disclosure, retention, security and disposal of customers' personal information. Upon check-in, the Hostel's procedure to gather the guest's passport to obtain the particulars of the guest, according to the Hotels Act, is stated in our guidelines. We are committed to spreading awareness about the importance of data privacy and security across the Group.

We also provide baggage deposit services located at the lobby specially for guests to deposit their luggage prior to check in or upon check out. The room is secured and is only accessible by the Hostel's staff.

The Group has maintained a logbook record of all incidents relating to any accidents, loss or theft. This helps to track recurring incidents to identify weaknesses which can be improved upon. There has been no reported incidents of accidents, loss or theft during the reporting period and the target will be to maintain this performance perpetually.

The above policies put in place have been effective in ensuring our guests' health, safety and privacy. There were no cases of non-compliance with regulations or stipulated complaints with regards to the health, safety and privacy of our Hostel guests during the reporting period and the target will be to maintain this performance perpetually.



GRI CONTENT INDEX

[GRI 102-55]

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Disclosure Number	Disclosure Title	Comments	Page	Section References
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103-1	Explanation of the material topic and its Boundary	-	SR 11	Responsibility towards our environment
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GRI 404: Training and Education				
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103-1	Explanation of the material topic and its Boundary	-	SR 14 - 15	Responsibility towards our people
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