



**VISWA GROUP**



**SUSTAINABILITY  
REPORT – 2021**

# The Viswa Group



The Viswa Group has been in the maritime business since 1991 and has one of the largest Global Marine Fuels & Lubes testing laboratory. Our operations span across multiple continents. We have seven laboratories/offices globally and the biggest lab is in Singapore. Our headquarter is based in Houston.

## **PURPOSE AND SCOPE**

Through this report, The Viswa Group wishes to communicate its commitment to sustainability. We are constantly striving to improve our environmental, social, and governance (ESG) impact.

The purpose of this report is to assist our key stakeholders in understanding The Viswa Group's sustainability strategy, actions, and performance aligned with our material ESG issues. Our goal is to communicate the identified significant impacts of our business in a transparent manner while also meeting the needs of our stakeholders.

This report was prepared in accordance with internationally recognised standards for sustainability reporting. It illustrates the critical internal and external actions we have taken to improve our sustainability performance.

This inaugural report marks a significant milestone in our sustainability journey. We intend to continue improving our ESG initiatives, our disclosures and our sustainability metrics performance.

## **REPORTING PERIOD**

The report consists of disclosures for the fiscal year which ended on 31 December 2021 ("FY2021").



### **Publication Date:**

17<sup>th</sup> July 2022



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## **REPORTING STANDARD**

### **Global Reporting Initiative (GRI)**

Our report has been prepared in accordance with the GRI standards: Core option, which is widely seen as the global best practise for sustainability reporting.

### **Sustainability Accounting Standards Board (SASB)**

We have also applied Professional and Commercial Services reporting standard offered by the SASB to guide our disclosures on sector-specific ESG issues.





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“ — Dear Friends,  
We are pleased to share  
our inaugural 2021 ESG  
report with you.”

Since the start of the Covid-19 pandemic in 2020, our primary concern has been the safety of our employees and their families. We have dedicated our time and efforts to strategically improving business continuity, to protect our people and their positions and our customers. We are happy to confirm that those efforts have been successful, and we continue to thrive despite the challenges we all face.

We continue our efforts of becoming a more environmentally sustainable organisation by digitalisation efforts, developing tools that enable reduction of paper usage, transitioning to sustainable energy sources, and altering our purchasing habits to use more sustainable products for day-to-day consumption in all our labs and offices. We intend to continue these initiatives and are happy to report that our Singapore office and lab have been awarded the Maritime SG Carbon50 Award during the Sustainability Conference.

As the pandemic continues, we continue to actively participate in projects to bring about a positive impact on our local and global communities. We offer support to less privileged communities and programs aiding low-income families, refugees, education projects and schools for young girls,

promoting sustainable practises in the marine industry, and supporting rehabilitation and housing charities for mentally and physically challenged individuals.

We remain dedicated to promoting good governance throughout the organisation. We find constant and unwavering effort must be put in to operate an ethical and fair business. We have prepared a Supplier code of conduct to make sure our activities and our suppliers' actions exhibit common values and principles. We have also conducted a full review of our Cyber security and resilience and engaged experts to conduct penetration testing and a comprehensive review of all our IT systems. We fully support the United Nations Global Compact and pledge our ongoing commitment to the initiative and its principles.

These few years of the pandemic have emphasised that each of us is only as strong as our weakest link and looking ahead, we will keep our focus on continuous improvement on our business, our processes, our relationships with our customers, vendors, and our community.

We hope you enjoyed reading this report and benefit from it. We would like to thank our employees, our partners, customers, and other stakeholders for their continued support and backing.

Kind regards,

**Dr. R. Vis**  
Chairman

# About The Viswa Group



## OUR VISION

Our vision is to be a trusted solution provider spurring innovation through expertise and collective wisdom. We seek to find the most optimal outcome by doing the right thing, the right way always.

**We want to be more than a vendor. We want to be a partner in solving problems for our customers.**



## OUR MISSION

Our mission is to consistently support customers and solve their problems. We will never give up on finding the highest quality solutions that are agile, flexible, and versatile.

We are a value driven organisation which believes in providing the highest level of customer satisfaction through sincerity, commitment, technical excellence and tireless effort.

**The Viswa Group is one of the only four labs from which IMO collects data. We have held this distinction for more than six years.**

The Viswa Group has been in the maritime business since 1991 and has one of the largest Global Marine Fuels & Lubes testing laboratory. Our operations span across multiple continents. We have seven laboratories/offices globally and the biggest lab is in Singapore. Our headquarter is based in Houston.

We have a dedicated, dynamic, and entrepreneurial team of doctorate holders, scientists, engineers, and support professionals with a long-standing reputation of technical excellence in the fields of Energy, Emissions, Efficiency, Fluid analytics, Consultancy, R&D, Data and Digital solutions including expertise in the following area:

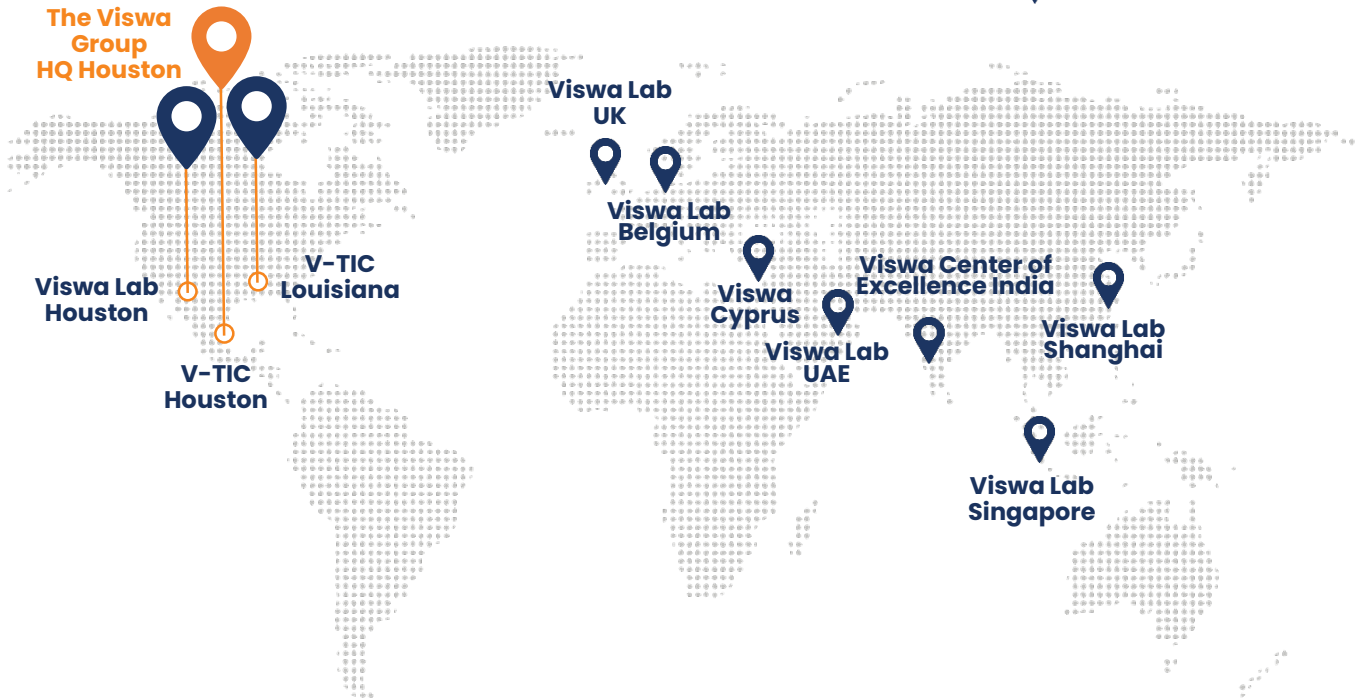
- Fuel Oils
- Distillates, Lubes
- Cylinder Lubes
- Grease Oil
- Hydraulic Oils
- Water
- Ballast Water
- Exhaust Gas Cleaning System Wash water
- Drinking water
- Gray water
- Bilgewater
- Emission Optimisation Monitoring and Analysis
- Non-Destructive Evaluation and Failure Analysis
- Additive Efficacy Determination

The entire Digital solution set to help the onboard and office teams to measure, optimize and implement energy efficiency measures.

We are privileged to be an IMO approved solution provider. As an IMO approved testing laboratory, we are primarily engaged in marine fuel testing.

The Group also consists of multiple other verticals including:

- Viswa Bunker Quality Survey (BQS)
- Viswa Research & Development
- Viswa Failure Analysis
- Viswa Consultancy and Training
- Viswa Digital
- Viswa Academy



**1,000+**  
Clients Served



**9,500+**  
Ships Served



**30 Years**  
Of Service



**500+**  
Problems Solved Per Year



**5 to 15%**  
Savings in Energy Costs

## TESTING & INSPECTION

Our philosophy is to always add value to our customers by sharing our expertise and providing dedicated and exceptional customer support. We help businesses to gain a comprehensive snapshot of asset health, mitigate risks and operational disturbance, improve safety and efficiency and achieve significant annual savings due to our customised solutions from highly experienced professionals.

## EMISSION COMPLIANCE

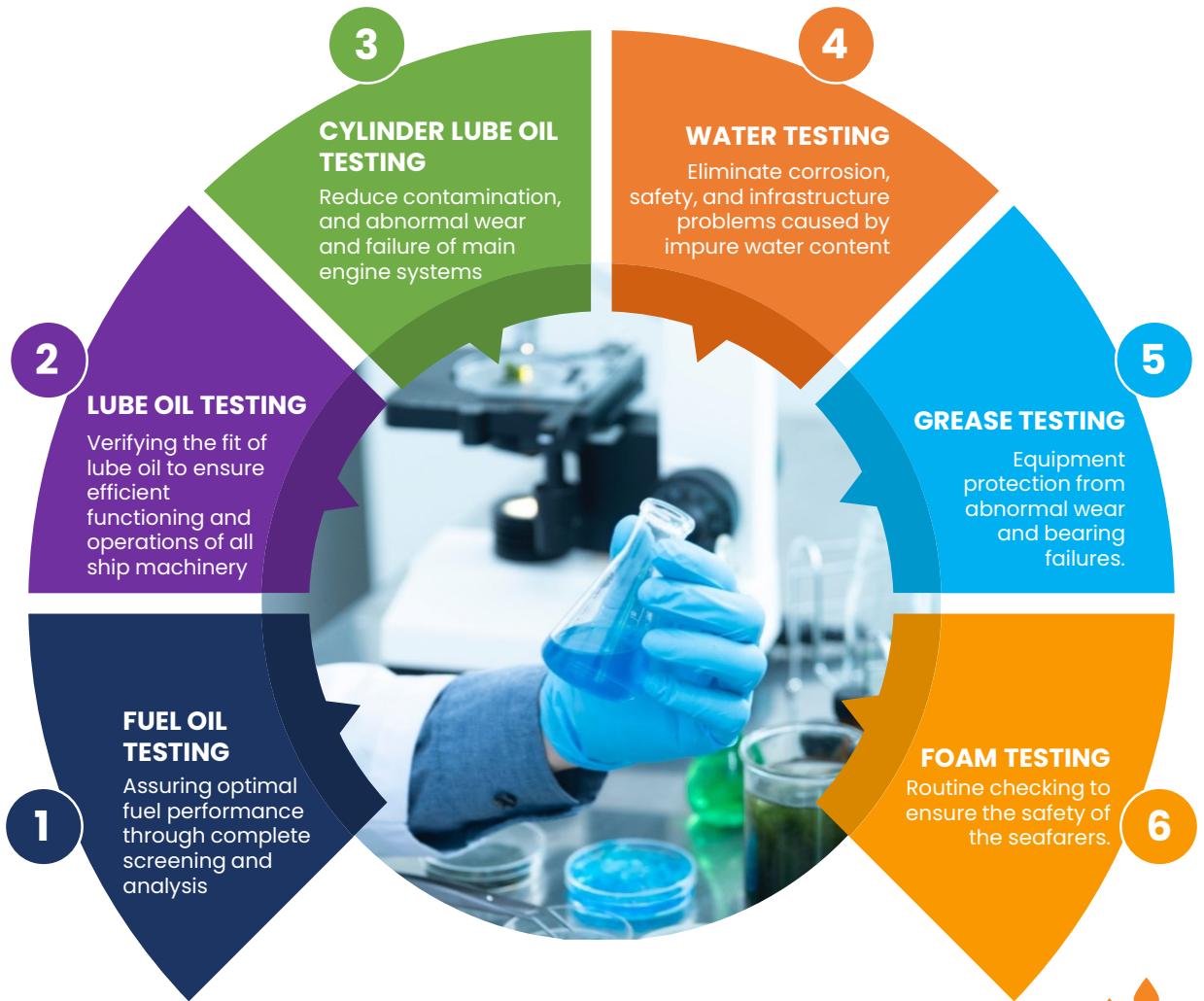
We work closely with major industry players, invest in R&D, and develop cutting-edge technology to help customers comply with shipping regulations, achieve "zero-emissions," and help them advance in their journey towards their own ESG goals.

## DIGITAL SOLUTIONS AND SERVICE PACKAGES

The Viswa Group has always placed R&D and innovation at the heart of our business. We are dedicated to creating cutting-edge, cost-effective digital solutions that assist our clients in optimising their performance and operations in a sustainable manner.

## CONSULTING

We are a world-class maritime services company with substantial technical competence and more than 30 years of experience in the industry. With data-driven expert advice, we work together with our customers to help them become industry leaders.



## THE VALUE OF OUR TESTING SERVICES

### Fuel Oil Testing

- Determine the quality of fuel and true worth
- Reduce fuel consumption and improve engine performance

### Lube Oil Testing

- Determination of remaining useful life of used lube oil
- New lubricant benchmarking
- Additive performance

### Cylinder Lube Oil Testing

- Determination of optimal cylinder lubrication

### Water Testing

- Met highest quality standards and statutory requirements
- Prevent health problems and contaminants from water

### Grease Testing

- Examine fitness of grease for definitive applications
- Determine root cause behind abnormal wear and failure

### Foam Testing

- Determine whether the firefighting foam will be able to protect seafarers by suppressing fires



## THE VALUES THAT SHAPE OUR CULTURE



### Customer Centricity

We live and act by the maxim “The customer is always right.” To us, our customers come first, every time. We view our clients as our partners and strive to serve our clients by being empathetic, responsive, reliable, and proactive.



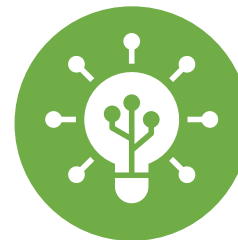
### Persistence & Resilience

We strive for unsurpassed excellence in all of our actions. We are a value driven organisation focused on driving growth and finding the optimal solution for our clients.



### Technical Expertise

We exhibit a strong entrepreneurial spirit, practical thinking, and ingenuity in every aspect of our business. We are thought leaders dedicated to moving our clients forward as global leaders through collective wisdom.



### Empowerment through Knowledge

We prize excellence and innovation across the group. We keep learning, dreaming big, and always staying hungry. We never give up on finding solutions when a problem is presented to us.



## **Integrity & Alignment**

We are committed to doing right by our customers always. We build trust through honesty and transparency while adhering to the highest ethical standards.



## **Continued Learning, Collaborative Wisdom & Innovative solutions**

We recognise that knowledge, experience and skill levels will vary across the Group. We respect the merits of collective wisdom; hence we function as a team.

We uphold the philosophy of being humble and maintain the spirit of continuous learning



## **Positive Attitude & Proactive Behaviour**

We recognise that time is of the essence. We work to honour our commitments and take ownership of each and every issue. We are agile, flexible, and proactive in planning, executing, and delivering on time, in full.

# Sustainability at The Viswa Group – A snapshot



We collaborate with our clients across the globe to help them progress on their journey towards their ESG goals by improving their energy efficiency, helping them make choices to reduce their carbon footprint and improving their safety performance. We also encourage our clients to promote sustainability throughout their supply chain.

## Greener Operations

Our facilities are powered by renewable energy sources. Our Houston office and lab are powered by solar energy for more than half of its energy needs, and our Houston and UK offices and labs have upgraded to LED lighting.



## Health & Safety

Health and Safety is one of the most important aspects for The Viswa Group. We aim to be the safest place to work. We provide ongoing training and support and ensure a hazard-free, safe work environment for all our employees.

## Sound Ethical Standards

Ethical standards are integral to The Viswa Group for many reasons such as reliability, reputation and long-term viability. We provide repeated training on the importance of preserving ethical standards and conduct audits. Our Quality team is tasked with maintenance of the standards and raising awareness among our new employees.



## Technical Excellence

We believe in investing in cutting-edge technology and learning to ensure that our clients stay in full compliance with industry standards.

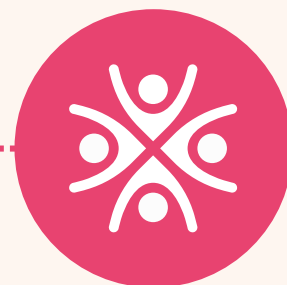
Our team develops and delivers energy-efficient, smart solutions and services to assist the marine industry in addressing environmental issues while also improving its operations. Some of our offerings which improve environmental performance include:

- A scrubber system that reduces SOX emissions.
- Smart Vessel Monitoring System to measure, track and adjust energy consumption based on real-time data.



## Community Interventions

In the United States of America and India, we support underdeveloped and underprivileged communities. Through our active involvement with non-profit organisations and charities, we seek to improve the lives of the people around us and continue to grow our commitment to our global community.





The Viswa Group is a participant to the United Nations Global Compact, the world's largest initiative for corporate sustainability.

The Viswa Group supports the United Nations Global Compact's Ten Principles on human rights, labour, the environment, and anti-corruption. This statement demonstrates our commitment to implementing those principles. We are committed to incorporating the UN Global Compact and its principles into our company's strategy, culture, and day-to-day operations, as well as to collaborating on projects that advance the United Nations' broader development goals, particularly the Sustainable Development Goals.

WE SUPPORT



## The 10 Principles of the UN Global Compact



- 01** Businesses should support and respect the protection of internationally proclaimed human rights; and
- 02** Make sure that they are not complicit in human rights abuses.



- 03** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 04** The elimination of all forms of forced and compulsory labour;
- 05** The effective abolition of child labour; and
- 06** The elimination of discrimination in respect of employment and occupation.



- 07** Businesses should support a precautionary approach to environmental challenges;

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- 08** Undertake initiatives to promote greater environmental responsibility; and

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- 09** Encourage the development and diffusion of environmentally friendly technologies.



- 10** Businesses should work against corruption in all its forms, including extortion and bribery.

## United Nations 17 Sustainable Development Goals (SDGs)



## Our Contribution

The Viswa Group keeps showcasing its best practises to raise awareness and influence forward-thinking decisions in the marine and offshore industry. We published and continue to publish several white papers and Technical Updates on the emerging topics in our field to improve knowledge of the entire industry, which reveals our commitment to raising the technical knowledge of the industry.

Excessive Liner Wear caused by Very Low Sulphur Fuel Oils (VLSFOs)



June 2020, White Paper by Viswa R&D

### Excessive Liner Wear Caused By Very Low Sulphur Fuel Oils (VLSFOs)

The maritime sector is currently under a lot of pressure to curb its emissions. The IMO adopted a rather ambitious target with a mission to decarbonise maritime transport as soon as possible. To meet this stringent regulation, there is a new breed of fuels that were introduced called Very Low Sulphur Fuel Oil (VLSFO).

Cold Flow Properties of Very Low Sulphur Fuel Oils (VLSFOs)



June 2020, White Paper by Viswa R&D Group

### Cold Flow Properties of Very Low Sulphur Fuel Oils (VLSFOs)

A new breed of fuels were introduced called Very Low Sulphur Fuel Oil (VLSFO) to make the Marine Industry meet the ISO 8217 specifications of sulphur. These 2020 fuels are known to be more paraffinic when compared with high sulphur fuel oil (HSFO).

Ignition and Combustion Properties of Very Low Sulphur Fuel Oils (VLSFOs)



October 2020, White Paper by Viswa R&D

### Ignition and Combustion Properties of Very Low Sulphur Fuel Oils (VLSFOs)

The new 2020 Very Low Sulphur Fuels (VLSFOs) have become the most widely used fuel in 2020 since the IMO sulphur regulations. We know that these fuels are far from trouble-free based on the findings from The Viswa Group's detailed analytical study of VLSFOs.

All you need to know about Biodiesel Fuel Oil Blends (VLSFOs)



December 2020, White Paper by Viswa R&D

### All You Need to Know about Biodiesel Fuel Oil Blends (VLSFOs)

Since the 1960s, the shipping industry has been using residual fuels as the main fuel. There are increasing concerns over these fuels due to emissions of greenhouse gas emissions. Therefore, there is a push for alternative fuels to meet emission standards set by IMO (International Maritime organisation) and demands for energy-efficient and lower cost fuels.

## Our Achievement

Viswalab was recognised by the MPA and awarded the Maritime SG Carbon50 Award.



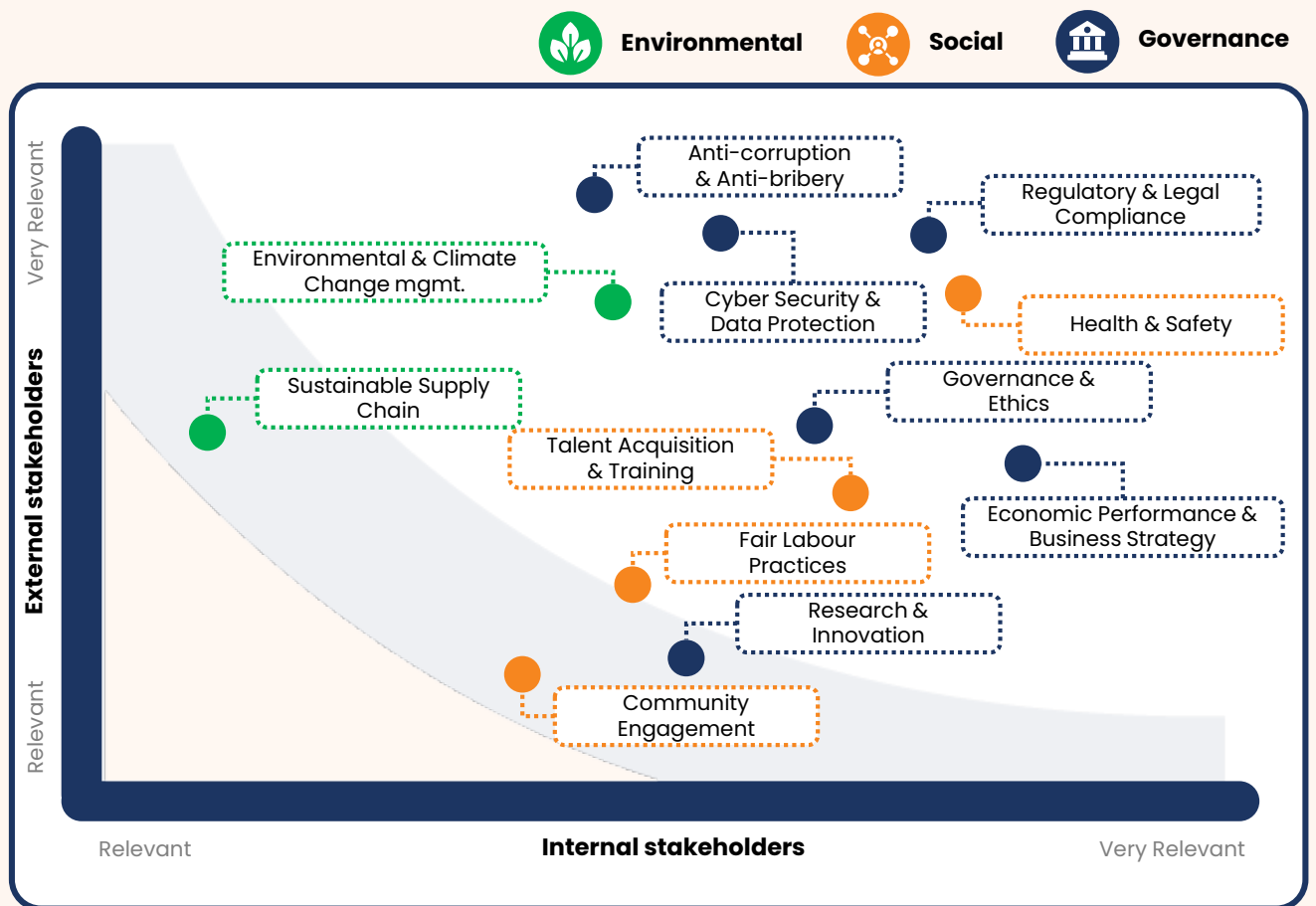
The Viswalab Pte Ltd has received the **Maritime SG Carbon50 Award** in April 2022. The award has been evaluated by the Maritime and Port Authority of Singapore (MPA) collaborated with Singapore Shipping Association (SSA) and Global Compact Network Singapore (GCNS). The Viswalab has been recognised for its contribution on emission reduction and carbon accounting adoption in the maritime industry. For instance, Viswalab is exploring the use of biodegradable materials instead of plastic to produce sample bottles for fuel testing, which can reduce plastic waste and mitigate associated environmental impact.





# Prioritisation of our ESG Topics

The sustainability management team at The Viswa Group monitors the performance of various ESG indicators continuously. We understand the critical nature of identifying and prioritising material issues affecting our business and stakeholders. As a result, we conduct a materiality assessment to identify and rank related ESG topics to ascertain current sustainability strategy priorities.





Our materiality assessment process involved interviews and questionnaires distribution to internal and external stakeholders. This approach enabled us to rank the relevance of each identified material topic from high to low and identify the most relevant material topics for The Viswa Group's business operations. We identified 12 material topics as a result of the assessment, and each of them is strongly related to our sustainability management and performance. This report will present our strategies and initiatives for addressing those material issues and demonstrating our commitment to long-term sustainability.

In this assessment, external stakeholders have given priority to Governance factors like Anti-corruption & Anti-bribery, Regulatory & Legal Compliance, Cyber Security & Data Protection, while Internal stakeholders focus more on factors like Economic Performance & Business Strategy, and Health & Safety. Our key stakeholder groups will continue to influence our sustainability strategy. There is extensive coverage of every ESG material topic in this report, and it is not intended to limit or represent our response to other relevant topics.



**VISWA GROUP**









**GOVERNANCE**

# Engaging our Stakeholders

Feedback from different stakeholders can motivate us to improve and grow. We identify our key stakeholders, including clients, employees, suppliers, communities, industry and investors. We actively engage with these stakeholders to collect their opinions and comments on The Viswa Group's ESG strategy and management.





|   | Stakeholder Groups  | Modes of Stakeholder engagement   | Topics of Stakeholder interest  |
|---|---|---|---|
| <p><b>Clients</b></p> <p>Besides providing high-quality service to our clients, we also care about how we can collaborate with our clients for a more sustainable future.</p> |    | <ul style="list-style-type: none"> <li>• Face-to-face meetings</li> <li>• Satisfaction surveys</li> <li>• Conferences and events</li> </ul>     | <ul style="list-style-type: none"> <li>• Economic Performance &amp; Business Strategy</li> <li>• Research &amp; Innovation</li> <li>• Cyber Security &amp; Data Protection</li> <li>• Governance &amp; Ethics</li> </ul>      |
| <p><b>Industry Organisation</b></p> <p>Industry organisations can guide us on future investment and opportunities as well as collaborate to innovate.</p>                     |    | <ul style="list-style-type: none"> <li>• Conferences and events</li> <li>• Media and publications</li> </ul>                                    | <ul style="list-style-type: none"> <li>• Economic Performance &amp; Business Strategy</li> <li>• Research &amp; Innovation</li> </ul>   |
| <p><b>Suppliers</b></p> <p>Suppliers are critical in delivering our outstanding services. We Bond and collaborate with our suppliers to build a stable supply chain.</p>      |   | <ul style="list-style-type: none"> <li>• Face-to-face meetings</li> <li>• Due diligence of suppliers</li> <li>• Supplier evaluations</li> </ul> | <ul style="list-style-type: none"> <li>• Economic Performance &amp; Business Strategy</li> <li>• Anti-corruption &amp; Anti-bribery</li> <li>• Sustainable Supply Chain</li> <li>• Regulatory and Legal Compliance</li> </ul> |
| <p><b>Communities</b></p> <p>We grow and thrive with our communities together. We bring values back to our communities and support long-term sustainable society.</p>         |  | <ul style="list-style-type: none"> <li>• Public events</li> <li>• Meetings with NGOs</li> </ul>   | <ul style="list-style-type: none"> <li>• Anti-corruption &amp; Anti-bribery</li> <li>• Community Engagement</li> <li>• Fair-Labour Practises</li> <li>• Environment &amp; Climate Change Management</li> </ul>                |
| <p><b>Academic Institute</b></p> <p>Academic Institute support our business development through collaboration and innovations.</p>  |  | <ul style="list-style-type: none"> <li>• Conferences and events</li> <li>• Media and publications</li> </ul>                                    | <ul style="list-style-type: none"> <li>• Economic Performance &amp; Business Strategy</li> <li>• Research &amp; Innovation</li> </ul>   |
| <p><b>Employees</b></p> <p>Our talent team is the core of our business. We care about their thoughts and continue providing them a better workplace.</p>                      |  | <ul style="list-style-type: none"> <li>• Employee surveys</li> <li>• Performance Reviews</li> <li>• HR mailbox</li> </ul>                       | <ul style="list-style-type: none"> <li>• Anti-corruption &amp; Anti-bribery</li> <li>• Health &amp; Safety</li> <li>• Talent Acquisition &amp; Training</li> <li>• Fair Labour Practises</li> </ul>                           |

# Our Alliances & Partnerships



We have alliances and partnerships with major industry players



The Viswa Group works closely with engine makers



We have associations with three major class societies



Our key customers



Suppliers are critical stakeholders for us because they have a direct impact on our business operations. Our efforts are directed toward developing and maintaining a value-adding supply chain based on sustainable principles.

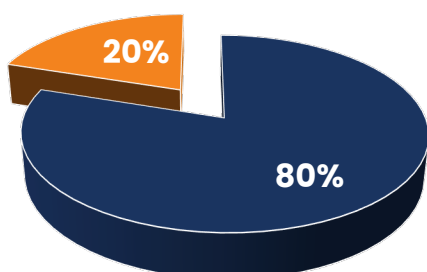
We make a deliberate effort to work with as many local suppliers as possible in order to support and stimulate the communities in which we operate. In 2021, the proportion of local suppliers reached 80 percent of our spending. Our objective is to maintain and, where possible, increase the proportion of our spending on local goods and services in order to have a positive impact on the economies and communities in which we operate.

The Viswa Group is committed to the highest standards of ethics and integrity in business. We anticipate that our suppliers will uphold the same high standards of ethics and integrity. We expect and encourage our suppliers' business and labour practises to be compliant with all applicable laws and our newly established Supplier Code of Conduct. All suppliers will be required to educate and, where necessary, train their representatives on The Viswa Group's expectations for their behaviour.

This Supplier Code of Conduct describes in detail The Viswa Group's ethos, our vision for how our business should operate, and the standards we expect of our suppliers. It is critical to the success of our business strategy and operations that we have a positive impact on our clients, suppliers, employees, and the broader society in which we operate.

## Distribution of Spend\*

■ Local Suppliers ■ Imported



\* The data is based on an initial assessment, detailed data will be disclosed in the future reports

## Key aspects of The Viswa Group Supplier Code of Conduct



### Compliance with laws

- Laws, rules, and regulations
- Trade secrets
- Data privacy
- Fair business practise



### Fair Dealing

- False and/or misleading statements
- Unfair dealing practises



### Antibribery & Corruption

- U.S. Foreign Corrupt Practices Act ("FCPA")
- UK Bribery Act
- Gifts



### Labour & Immigration

- Equal employment opportunities
- Fair treatment
- Compensation
- Forced Labour



### Conflicts of Interest

- Interactions on a fair and objective manner



### Dangerous Substances & Product Safety

- Safe handling, movement, storage, recycling, and disposal of hazardous materials, chemicals, and substances.



Customers

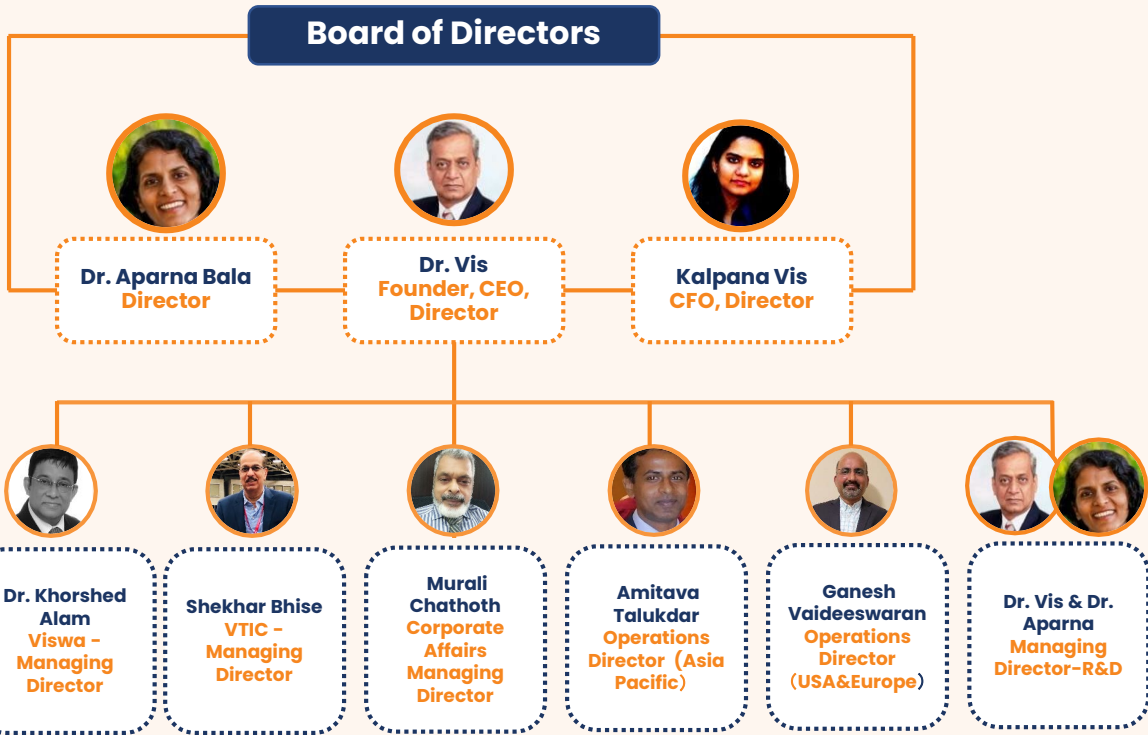


Viswa



Subcontractors  
/Suppliers

## Our leadership – Board and Sustainability Steering Committee



### Risk Management

We recognise risk management as one of the most important pillars of the organisation.

Part of getting certified with the ISO 9001,14001 and 45001 certifications is to identify risks and create control measures to prevent errors from happening.

Although new in establishing this framework, we have highlighted the main risks and adopted standards to fortify our standings against external threats, for example, information Security (ISMS 27001), Compliance Risk (ISO 17025 and 17020).

Our future plan is to establish a Risk and Incident Management system to monitor, detect and inform incidents, disasters and management-related risks.

It will be expected to contain escalation paths, including emergency responses and business continuity invocations.

Periodic review meetings will also be conducted for confirmation of incident closure and to look out for issues and improvement opportunities which will be directly under the purview of the Global Quality Manager.

Ensuring high-standard ethical operations and regulatory compliance is our organisation's topmost priority. The company's reputation for its excellence requires that we follow the spirit and letter of all laws and regulations, as well as a personal commitment to the highest standards of conduct and integrity.

## **Regulatory compliance**

Our company's success hinges on strictly adhering to all applicable laws. We follow relevant regional and global regulations while our team supported by external consultants oversees potential developments. For the Singapore office as well, we work with government agencies to ensure all compliance requirements with local regulations are met. Quarterly meetings are organised for reviewing any potential risks and taking suitable mitigation measures. Additionally, The Viswa Group is committed to serve customers within the regulatory regime in order to avoid any potential disputes which may arise in the course of providing our services.

## **Ethics and Integrity**

We are committed to building a culture of transparency, integrity, and trust. We encourage our partners and stakeholders to hold the same value for better cooperation. Our Code of Conduct policy sets the foundation for ethical behaviour and culture of the The Viswa Group. All employees are required to acknowledge the policy, which sets expectations in the aspects of benefits acceptance, gifts, confidentiality of information, conflict of interest and honesty.



- 1 Acceptance and Offer of Advantage/Benefit/Gratification**  
No employee shall solicit or receive any advantage to any person or organisation on behalf of the company or in individual capacity
- 2 Gift and Entertainment**  
No employee shall receive any gift, excessive or unusual entertainment, loan or other favor from any outside source including customers and suppliers without approval from management
- 3 Confidentiality of information**  
No employee shall store information outside of the company (either in written or electronic form) about any matter pertaining to the conduct of the company's business.
- 4 Conflict of Interest**  
Employees must not let personal considerations or relationships, either actual or potential, influence them in any way when representing the company in dealings with other persons or organisations.
- 5 Act honestly and in good faith, due diligence to fulfill work function**  
All staff shall act honestly and conduct their work function in a professional manner.

## **Whistleblowing**

The Viswa Group encourages all employees to report unethical conduct in accordance with our Code of Conduct policy. Employees can report immediately to their line managers or Human Resource managers when they are aware of real or suspected unethical conduct or a violation of the Code.

Our organisation ensures that whistleblowers are protected from reprisal, and no one is falsely accused by ensuring effective investigation procedures. The Global Quality Manager, who is responsible for the investigation, assures a fair and transparent process.

 **0 Cases of corruption**

 **0 Cases of bribery**

 **0 Whistleblower incidents**





**VISWA GROUP**



**OUR DIGITAL  
SOLUTIONS**

*Innovation is of pivotal importance for our business. The Viswa Group is committed to develop cutting-edge and cost-effective digital solutions to help our clients. At the same time, we ensure that data privacy and cybersecurity is upheld as a key priority both for our own internal information and in providing services to our clients.*

## Our Approach

The Viswa Group has set up a cybersecurity management system along with a comprehensive policy, which reveals our high standards for data protection and cybersecurity. Our Singapore office has already received the ISO 27001 certification on the information security management system. We conduct risk assessments on a regular basis, and mitigation and control measures will be implemented timely on identified security threats. Furthermore, we have created a guideline on cybersecurity to educate employees on how to handle incidents related to data security threats.

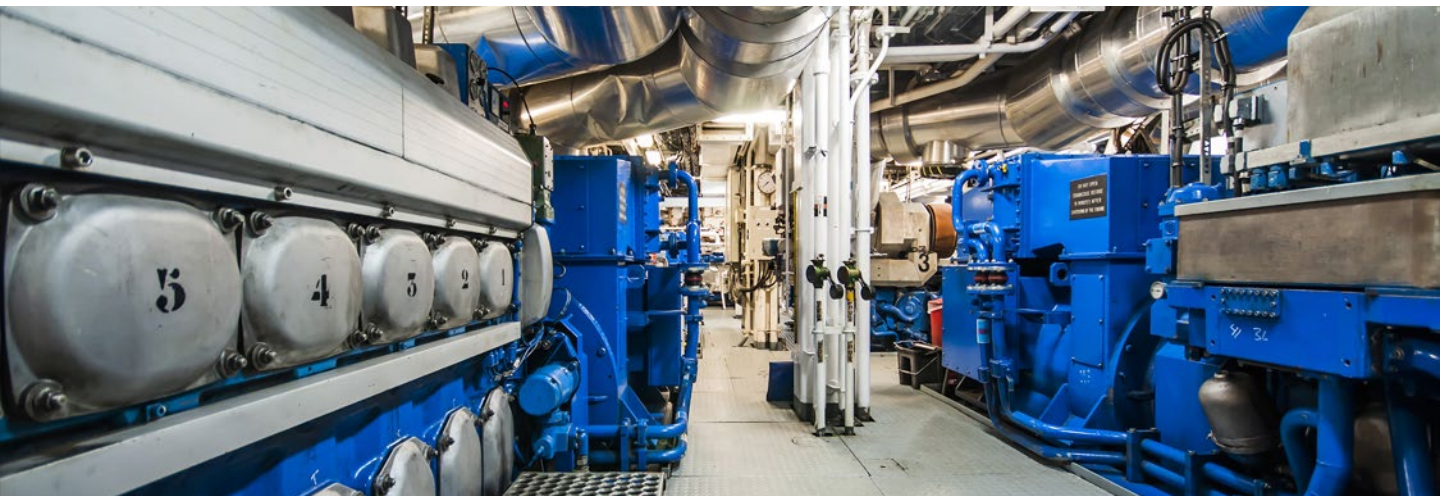


In 2021, The Viswa Group partnered with a company for security enhancement and took initiatives such as upgrading the IT systems hardware and installing firewalls of the latest edition. This partner company will also help The Viswa Group to conduct monthly checks of the IT system to ensure that there are no potential threats, and the IT system security is maintained. In addition to this, we have authorised a study to be conducted on assessing the exposure to hacking and other cyber.

## Cybersecurity Performance

**0** complaints received from outside parties and substantiated by The Viswa Group

**0** substantiated complaints concerning breaches of data customer policy



To help our clients address challenges with ease, maintain compliance, and unlock the full potential of assets, The Viswa Group has always placed innovation at the heart of our business. We recognise the importance of digitalisation in ensuring the future sustainability of the maritime industry. Therefore, The Viswa Group strives to innovate on intelligent solutions to help our clients and our partners sustainably optimise assets and operations.



## Our Approach

Digitalisation is a necessary step towards long-term sustainability, and The Viswa Group offers competitive digitalisation services to assist our clients on their sustainability journey. Our services help our clients in extending the life of their machinery, enhancing energy efficiency and achieving substantial cost savings.



## Our Digital Services

### The Viswa Group's Commercial Solution + Service



- Software to manage port costs live with operational support
- The Viswa Group's first step to diversify towards commercial services

Covering all the requirement for small to mid size ships and ship owners



### Marine ERP

### Viswa Bunker Fuel Module for bunker quality intelligence



Real time Global bunker fuel quality data available 24/7 via the VBFM online portal

- Bunker fuel quality and Integrity Monitoring using Blockchain – End to End
- Potential emissions quantified and Emission credits obtained



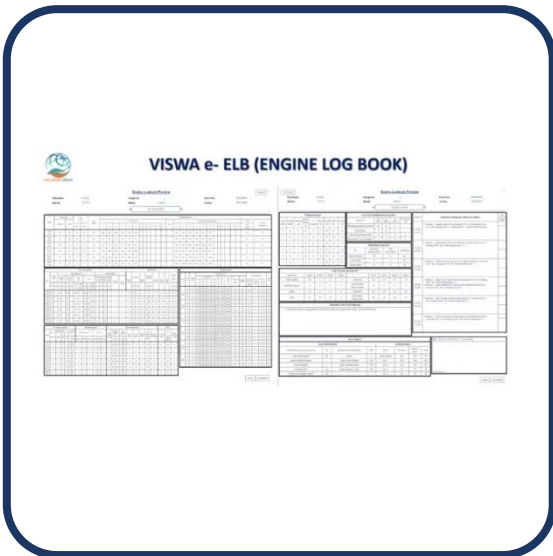
### Blockchain Technology in the Bunker Supply Chain

### IHM (Inventory of Hazardous Materials) Software



A functional platform + service to manage hazardous materials inventory on client ships





## V-LOGe

Our V-LOGe books can be used instead of general logbooks, which are inconvenient for data processing and analysis. It helps seafarers and onboard staff gain real-time insights and maintain consistent records across shore and ship offices, avoid data duplication and repetition hassles, and save time.

## Bunker Fuel Module

Fuel quality varies greatly by port, supplier, and grades. The Viswa Group's real-time bunker fuel data enables data-driven bunkering and hassle-free analysis, helping customers make the right fuel purchase and avoid fuel-related problems.



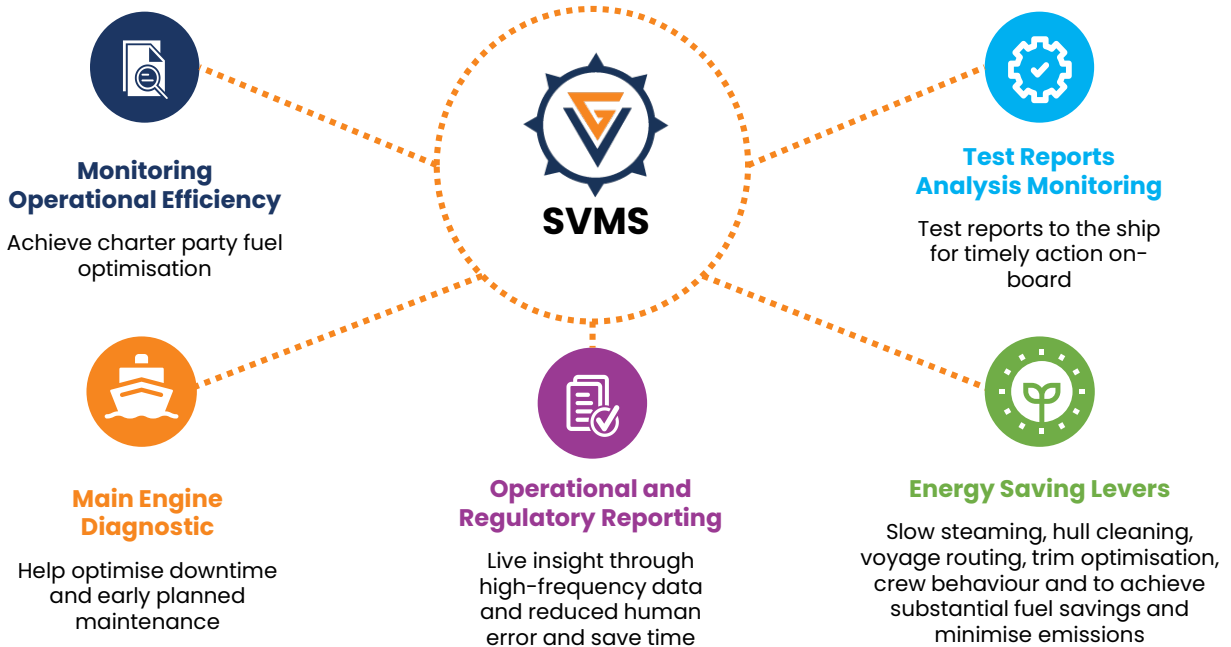
## IHM Software

Under the IHM regulation, shipowners are required to maintain an up-to-date inventory of Hazardous Materials throughout a ship's entire lifecycle.

Our IHM Hazmat Inventory Maintenance Software offers shipowners an intuitive, secure, and cost-effective way to maintain compliance with IHM requirements.

## **SVMS**

Smart Vessel Management System (SVMS) is a data-driven augmentation tool equipped with features such as live data monitoring, hull condition monitoring, engine condition monitoring, alarm and monitoring system, IMO DCS and EU MRV, EEXI Implementation and Fleet Performance KPI. This innovative software helps customers identify gaps and pain points, address inefficiencies, and make real-time, fuel-saving decisions.



## **Case Study** **Hull and Propeller Performance**

ISO 19030 establishes a set of performance indicators for activities involving hull and propeller maintenance, repair, and retrofit. Hull and propeller SVMS module monitors performance indicators defined by ISO 19030 in order to compare the hull and propeller performance of a single ship over time.

This module's highlights include in-service performance, vessel performance after drydocking and optimum frequency of hull and propeller cleaning. Automated data processing combined with an on-board ICT platform measuring data in accordance with internationally accepted standards provides complete transparency, allowing concerned parties to agree on performance-based contracts.

SVMS Solution:

Maintenance Trigger and Maintenance Effect: A trigger value can be set in SVMS to generate an alert when the hull and propeller performance deteriorate to the trigger level. This enables effortless monitoring of multiple ships and decision support for planning any maintenance activity. The improvement observed following maintenance is quantified, providing useful information about the maintenance event's effectiveness.





Compliance with IMO requirements including SEEMP of MEPC 62, EU MRV and UK MRV, IMO DCS and CII, and IMO MEPC.1 Circ 684, EEOI.



Seamless collaboration between ship operations and shore management offices.



Complete flexibility and customisation to match the energy consumption monitoring needs of every ship in the fleet.



Maximum energy efficiency and improved decision making.



Better business reputation and increased earnings in a charter pool arrangement.



Live insight through high frequency data and reduced human error.



 **Digital Roadmap**

## AMS and SVMS – The Viswa Group’s answer to bring digital twins of ships to the office

- Using our expertise in sensor data acquisition we can enable the superintendents to monitor their ships’ data
- They can set limit alarms and advise crew proactively
- In 2022, we will install this setup on several ships of world largest Oil producer

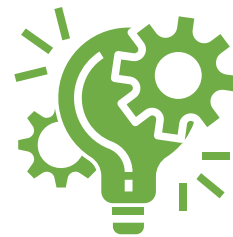


## Emission Management

- EEXI consultation, EU MRV, IMO DCS, UK MRV already being provided successfully
- By the end of March 2022, we have launched a CII dashboard live

## VLOGe – The Viswa Group’s class approved digital logbook solution

- We have deck, engine, ballast, garbage, ORB Part I and custom-made logbook for offshore ships
- In 2022, we will develop ORB Part II, Cooks’ training and Radio logbooks



## SVMS – The Viswa Group’s energy efficiency and optimisation platform

- SVMS legacy has many iterations including onboard, office and offshore.
- In 2022, we will add weather routing and develop VEEMS 2.0 and rebranded the application to SVMS (Smart Vessel Management System)





**VISWA GROUP**



**SOCIAL**

*As a company that operates globally in seven different countries, The Viswa Group greatly values the diversity of our employees. We respect and embrace the talent brought by our employees from various cultural backgrounds to build up an inclusive and fair working environment.*



## Our Approach



As a part of our core values, we recognise that knowledge, experience and skill will vary in a group of employees, and we greatly value this diversity. We respect the merit of collective wisdom brought by our employees from different backgrounds. Therefore, we hire experts and professionals having various expertise, across the world. This has been one of the pivotal driving forces of continuous improvement and development within the organisation.

The Viswa Group is an equal opportunity employer and always maintains inclusiveness and fairness in all activities and operations. We are committed to provide equal employment opportunities to all employees and applicants regardless of their age, race, colour, national origin, gender, religion and any other legally protected characteristics. The

Viswa Group also ensures that there is no discrimination of any kind in providing employees prospects for career development, training, performance review, promotion, working conditions for personnel, etc.



## Women Empowerment

We continue making efforts for women empowerment, and we have received significant contribution from our female employees in building our organisation and ensuring our success. Our top leadership has several dynamic women including two female board members out of three. Several women employees hold key managerial positions within the organisation and have taken a lead in representing The Viswa Group at different forums, seminars and conferences.



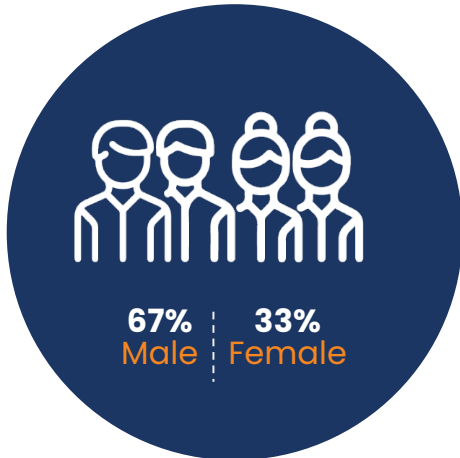
# Our People: Diversity & Equality



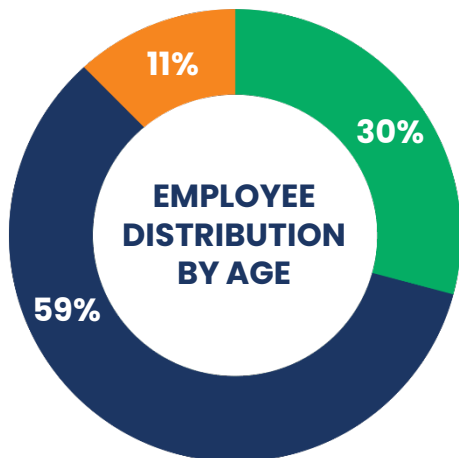
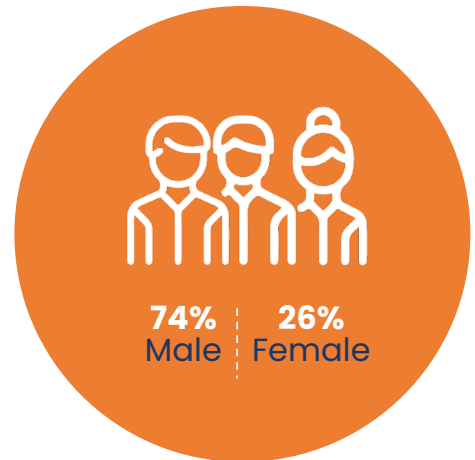
As a company that operates globally in seven different countries, The Viswa Group greatly values the diversity of our employees. We respect and embrace the talent brought by our employees from various cultural backgrounds to build up an inclusive and fair working environment.

## Our Performance

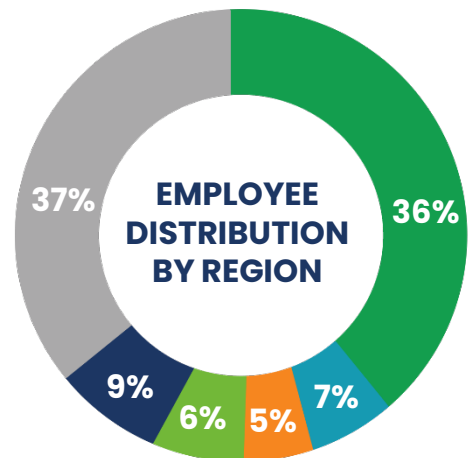
### EMPLOYEE



### NEW HIRES



● <30yrs | ● 30-50yrs | ● >50yrs



● USA | ● UK | ● CHINA  
● INDIA | ● UAE | ● SG



**27%** of females in executive management positions



At The Viswa Group, we foster a spirit of continuous learning and improvement. We recognise that employees are our most valuable assets. By providing exceptional training and development opportunities, we ensure that our employees continue to grow and succeed and at the same time optimise and create better services for our clients.



## Our Approach

We design suitable training programs for our employees according to employee expectations, career aspirations, market trends and industry requirements. This ensures that our employees remain up to date and our service offerings remain competitive in the industry.



## Our Training Programs



In the past year, we offered both internal and external training programs to all our staff, including lab analysts, lab supervisors, quality control supervisors, sales and marketing executives, accounts executives, administrative assistants, etc.

We require every new employee to complete on-the-job training from accredited consultants and experienced personnel. Once the initial training is completed each employee is tested to ensure that they are qualified to operate independently.

Further, if any new equipment is purchased by a lab, the senior staff gets trained first. They are then responsible for training other junior staff who will be operating the equipment. This encourages the culture of learning from peers and seniors.

In order to provide uninterrupted training opportunities during the COVID-19 period, we invested in our E-learning platform and converted numerous training modules to digital versions for our employees to access these without any cost. .



## Our Performance



**100%**

of staff received performance development in 2021



**106.4**

average hours of training per employee



Examples of some training programs provided in 2021 are enlisted below:

## MARKETING STAFF



- Advanced English Language Writing Skill
- Articulate Vocal Course

## SURVEYORS AND INSPECTORS



- IHM Survey Certification course,
- P&I Survey Certification Course
- LNG Bunkering Course

## DIRECTOR



ISM Lead Auditor Course

## HR MANAGER



Advance HR Management Certification Course



## Employee performance management system

Performance appraisal is carried out annually and specific KPIs are assigned for each employee based on the job description and company's strategic targets. Employees receive guidance and support during the mid-year review to help them achieve their goals and enhance their performance.

All our employees submit their **Individual Development Planning (IDP)** and training plan in their annual open appraisal form. Supervisors are responsible to facilitate personalised development programs for each employee. The respective supervisor for each employee also aids in-house, on-the-job and external training courses on a proportionate basis. Performance, as well as the agreed IDP, are assessed at the end of the year.

The Viswa Group attaches great importance to ensuring the health and safety of our employees during their work. We are committed to a high standard of health and safety management system and establish comprehensive health and safety policy for each of our operating sites. We provide ongoing support and ensure a hazard-free, safe work environment for our employees.



## Our Approach

The Viswa Group ensures compliance with all health- and safety-related laws and regulations, such as regulations of the National Institute for Occupational Safety & Health (NIOSH) and Occupational Safety and Health Administration (OSHA). We have obtained ISO 17025 to show our commitment to guarantee lab safety and regularly conduct external audits. We have established a Safety Management System, which covers our Health and Safety policy and the procedures according to the pre-requisites of our lab certifications and accreditation.

In order to minimise the risks for our lab staff, we actively identify potential risks and hazards in the labs by conducting a risk assessment. We require employees to have daily reviews to report potential safety incidents and to raise awareness of the team on work-related hazards. Any work-related accidents are reported and investigated according to local statutory requirements.



### Management Plans & Process

- Chemical hygiene plans
- Hazardous chemical handling plan
- Risk analysis plan for the complete process

- Regular health check-ups are covered for every employee
- The company covers the staff for their health insurance including hospitalisation
- Labs have installed "Awair" system for real-time monitoring of air quality



### Health Benefits



### Protective Measures

- All employees working in the laboratory and on board need to wear Personal Protective Equipment (PPEs)
- Safety showers and eyewash stations are placed in the lab and first aid kits are provided

- Safety drills are carried out on periodical basis
- Health and safety trainings are provided to employees. Key topics of these trainings include safety protocols, equipment handling and maintenance, emergency management, and accidental spillage.



### Training & Safety drills

## Our Performance



**5-10**

Health & Safety Trainings per year

**0**

Significant chemical-related injury observed in the last ten years

**0**

Work-related injuries in 2021

## Virtual Workout Session



The COVID-19 pandemic is undoubtedly one of the most critical challenges faced by the organisation in 2021. Since the breakout of the pandemic, The Viswa Group has actively taken the responsibility of protecting our personnel as well as maintaining uninterrupted business operations. We faced a difficult time with regulatory restrictions and uncertainties, but we never gave up and showed our strong resilience during the COVID-19 crisis. To ensure the healthy and safe working conditions of all employees, The Viswa Group has quickly launched a series of initiatives and actions for combating COVID-19 and we have been successful in operating our business without any significant disruptions.



## Initiatives



### Full-compliance with Regulations

- During the COVID-19 pandemic, The Viswa Group strictly followed the health and safety guidelines provided by local government to ensure a comprehensive COVID-19 management procedure

### Personal Protection Equipment

- The Viswa Group imposed a policy to mandate the use of masks and PPE during the early phase of COVID-19 breakout
- All staff who are necessary to work in the office have to wear masks full-time during the work
- All staff provided with N95 masks, sanitisers and gloves

### Medical Support

- The Viswa Group provided free of cost COVID-19 tests to its employees
- Three medical doctors were engaged to assist with any emergency
- Screening of each staff member was conducted before entry and exit from the lab
- Temperatures are monitored every weekday

### Keep Distance & Reduce Exposure

- The Viswa Group encouraged employees to keep a safe distance from each other to reduce the risk of infection. Group meetings are held virtually as much as possible, and elderly employees were encouraged to work from home
- Private transport was arranged for employees by the company and shifts were segregated to minimise the risk of exposure
- All supplies were kept separately and fumigated before it entered the lab or handled by staff
- The Viswa Group also introduced contactless Remote Desktop Survey, where the surveyors were not required to board the vessels for carrying out a physical survey
- Drones were used to conduct remote surveys and bring samples to the lab.



## Performance & Highlights

As a result, The Viswa Group maintained good operating performance during the pandemic. There have been no significant disruptions in our services as well as our supply chain.



Our employees are the foundation of our business. As a result, The Viswa Group aims to provide our people with competitive compensation and benefits to attract and retain our employees. We are committed to complying with local laws related to compensations and benefits and keep developing more beyond the law.

## **Remuneration**

The Viswa Group offers its employees competitive remuneration and other benefits. The compensation package includes base pay, Annual Wage Supplement (13<sup>th</sup> month Bonus), and a variable/ performance bonus, which is based on overall company's and employee work performance. Employees' grades are determined by the nature of their work, their experience, their qualifications, and their level of responsibility.

Salary scales and individual salaries are evaluated once a year based on market salary surveys, corporate business outcomes, and employee performance.

## **Communication**

We are willing to hear from our employees and are open to feedback from them. Therefore, we set a flexible hierarchy for communication throughout the organisation, and all employees are welcome to share their thoughts with the management team. Supervisors of each team will have monthly meetings to discuss problems and share ideas from feedback, and they are welcome to share great ideas with managers.

We will keep hearing and learning from our employees and will continue building a transparent and open channel for internal communication.

## **Key benefits offered**

We offer our employees several benefits in accordance with local government rules and requirements. These are enlisted below:



*\*3 employees took parental leave in 2021, with 100% retention rate*



## Driving employee growth



Mentoring programs



Participation in Research  
/Publishing initiatives



Open communication channels



Opportunities to attend key  
industry webinars and training events



Competitive benefits as per industry  
standards and benefits as per local regulations



*We see ourselves as part of the communities where we operate. It is our responsibility to bring positive impacts to our community, and we expect to build a vital, collaborative community which continues contributing to the United Nations Sustainable Development Goals (SDGs).*



## Our Approach

The Viswa Group actively participates in different community programs to support people, environment, and culture. We offer support to less privileged communities globally. The programs we support include supporting low-income families on basic living needs, promoting sustainable practises in the marine industry, investing in critical medical research, etc. Based on these programs, the social impact we can bring to our community may include:

- Higher living standards for low-income households and vulnerable groups
- Raising awareness for the sustainable marine industry
- Strengthen local talent pool and create more job opportunities

We have obtained active memberships and partnerships with several non-profit organisations and charities which strive to build a better community. These include:

- **UNICEF**
- **MD Anderson Cancer Center**
- **World Food Program USA**
- **Breakthrough Houston USA**
- **Hurricane Harvey Relief**
- **Swami Dayananda Educational Trust**
- **Shri Kanchi Kamakoti Educational Trust**
- **Sri Sarada Ashram**
- **Amar Seva Sangam**



- **The Banyan**
- **Akshaya Trust**
- **Battered Women's Shelter**
- **Disabled American Veterans Charitable Service Trust**
- **Healthcare for the Homeless – Houston**
- **Houston Food Bank**
- **The Purple Door**
- **World Central Kitchen Incorporated**

We have joined the **North American Marine Environment Protection Association (NAMEPA)**, which preserves the marine environment by sharing best practises in the industry and providing training to the public on ocean and water resource protection.

## Supported Singapore Shipping Association (SSA) for the Digital Vision & Sustainability Programme (DVSP)

On Nov 18<sup>th</sup>, 2021, Dr. Alam on behalf of The Viswa Group made a financial donation to the Singapore Shipping Association (SSA) for the Digital Vision & Sustainability Programme (DVSP) programme aimed to provide awareness, training and tools for SSA SME member companies to embrace digitalisation. The fund has enabled sustainability transformation for 10 SME members in the SSA community.



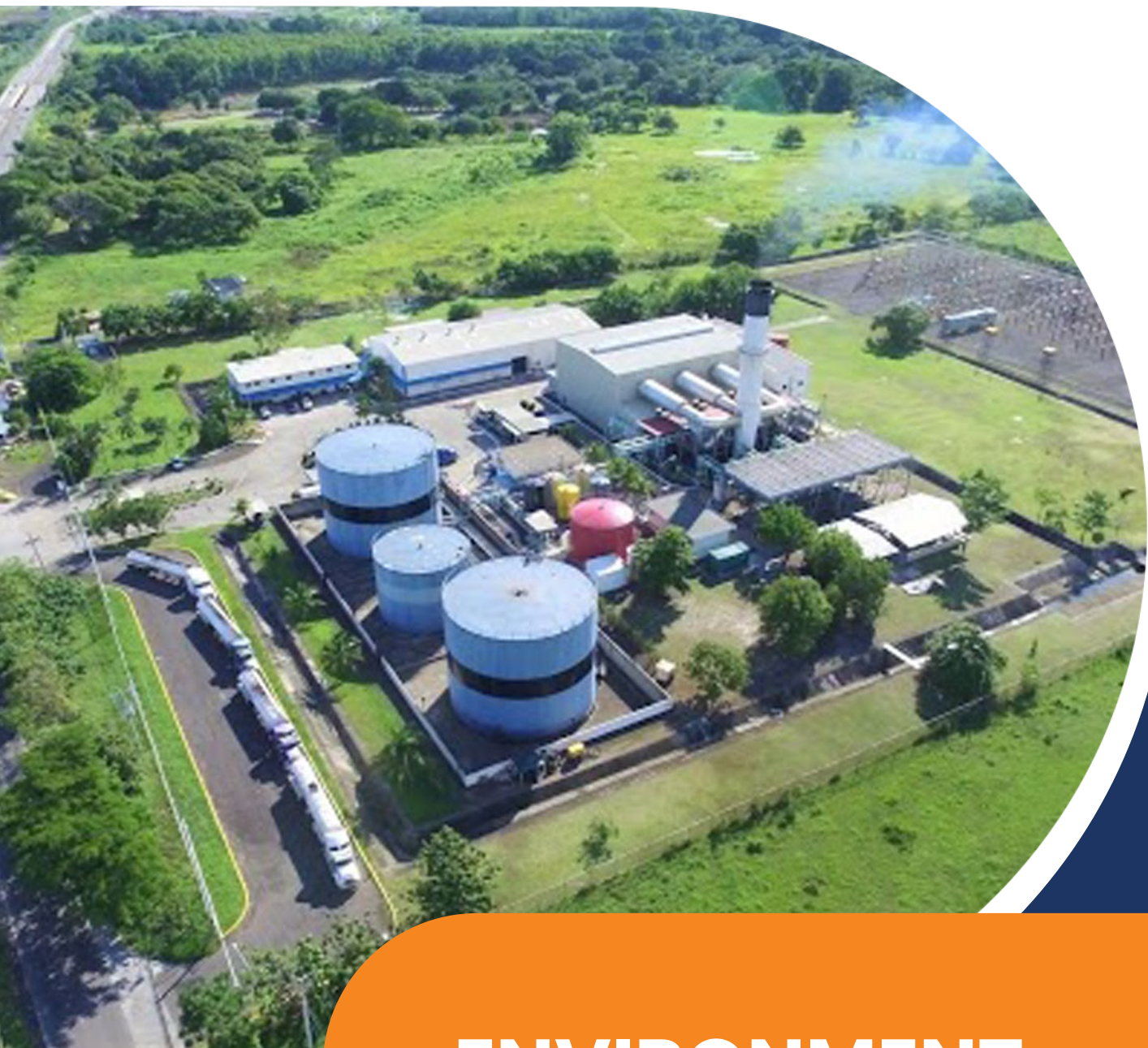
## Funding Akshaya Patra

The Viswa Group continues to fund Akshaya Patra, which is an organisation working on eliminating classroom hunger by providing students with nutritious meals. The organisation has empowered underprivileged children by providing over 203 million meals across 115 locations in India.





**VISWA GROUP**



**ENVIRONMENT**

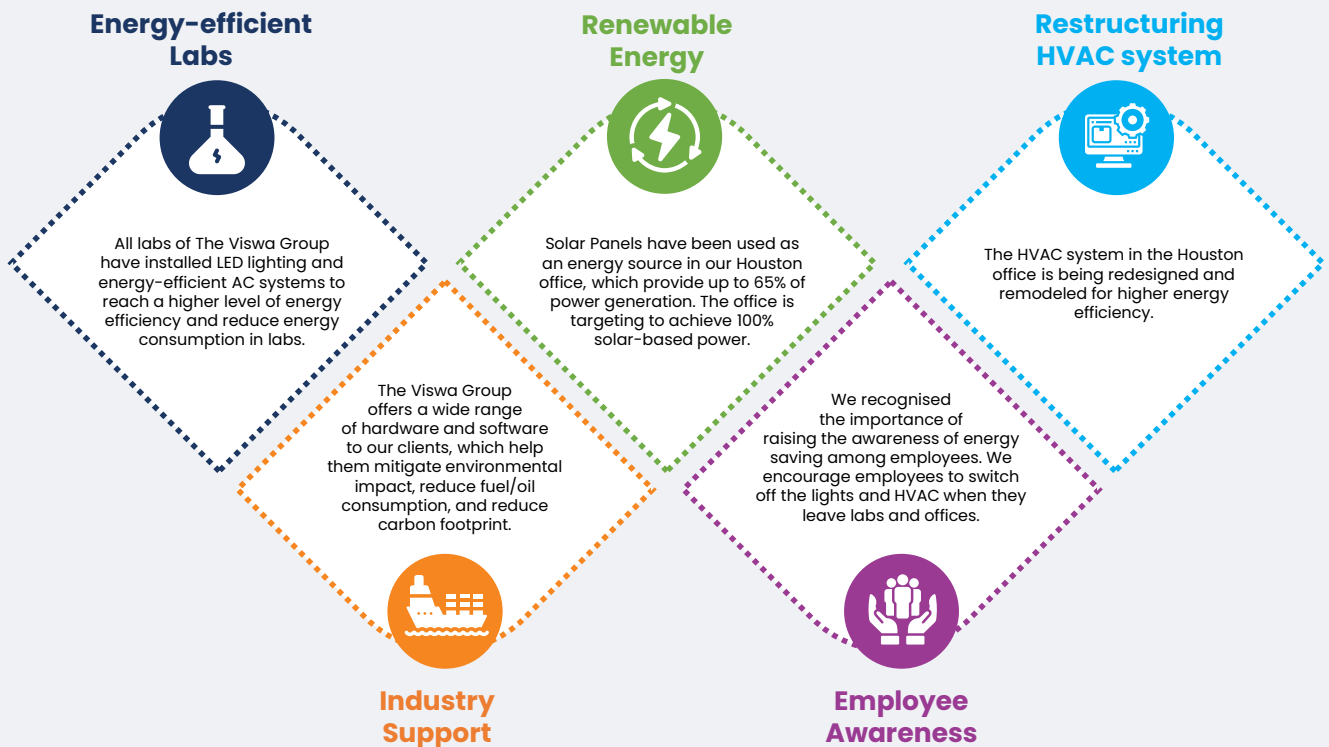


We are conscious of our impact on the environment and the planet, and as a proud member of the North American Marine Environment Protection Association (NAMEPA), we are committed to reducing greenhouse gas emissions, conserving natural resources, and safeguarding our planet.

## Our Approach

Protecting the environment and reducing the carbon footprint is top of mind for the long-term sustainability strategy of The Viswa Group. We notice that energy consumption during our operation is the main source of our carbon emissions, therefore, we continuously explore and adopt different innovations and initiatives to increase our energy efficiency and reduce energy consumption at offices and labs, both technically and behaviourally. We encourage employees to adopt energy-saving practises, such as switching off the lights when leaving the office, taking good control of air-conditioning and changing monitors and printers to eco mode. Additionally, we support our clients on their decarbonisation strategy through our own technology and innovations to advance the marine industry toward a zero-carbon future.

## Initiatives





## Exhaust Gas Scrubber

Besides striving to cut down emissions for ourselves, we also want to advance the industry to reduce harmful SOx emissions. The Viswa Group can support this by installing exhaust gas scrubbers for clients, which help ships meet the emission requirements while providing cost benefits for the owners.

### Exhaust gas scrubbers enable vessels to:

- Consume less expensive high-sulfur fuel oil (HSFO) while complying with mandated emissions standard
- Continue using existing tanks and pipelines
- Help our customers maintain their financial viability



## Solar Energy in Houston Office

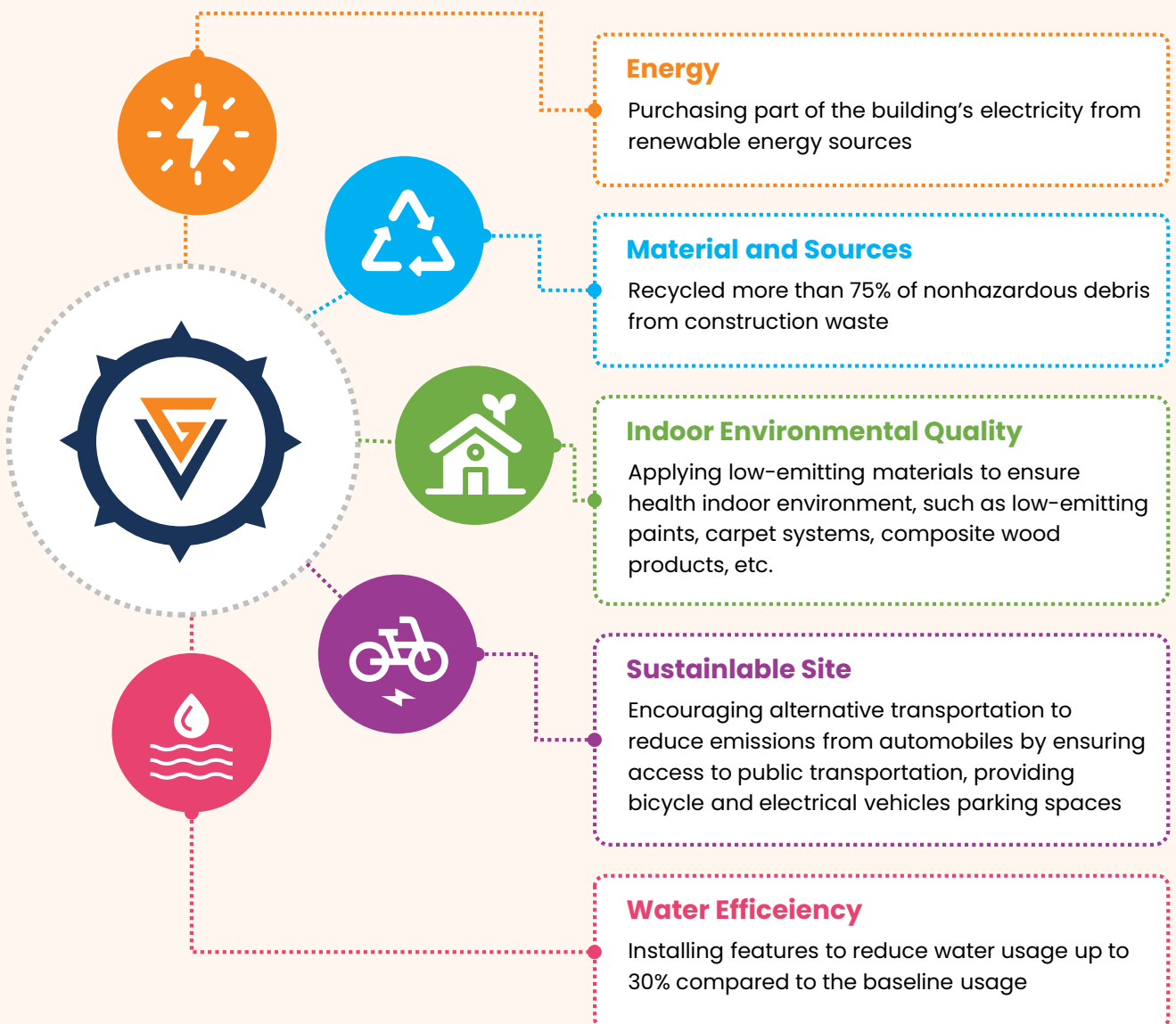
We installed solar panels in our Houston office, covering 60%-65% of the total power supply. We are targeting to achieve 100% solar-based power at the Houston office in the future, and we are exploring various supporting options, including battery storage. Renewable energy can be a critical approach to reach our long-term sustainability, and we are planning to apply solar energy to various office locations worldwide.





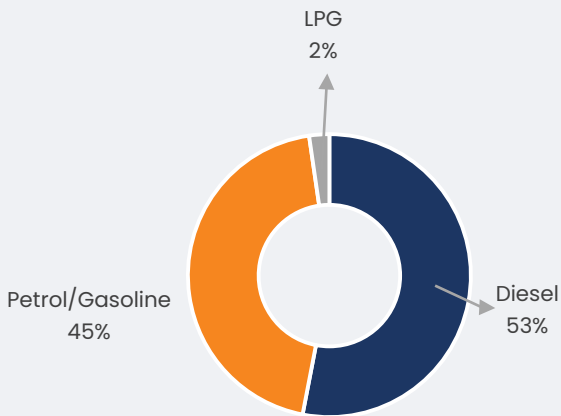
## Sustainable Features of the Building where Our V-TIC Lab is Located

The Viswa Group believes in the environmental benefits brought by a sustainable location of the laboratories. We choose to locate our V-TIC Lab in a LEED Gold Certified building in Louisiana, which further demonstrate our commitment to environmental sustainability through the choice of operation locations.



## Our Performance & Highlights

### Scope 1 Emission: 63.94 tCO<sub>2</sub>e



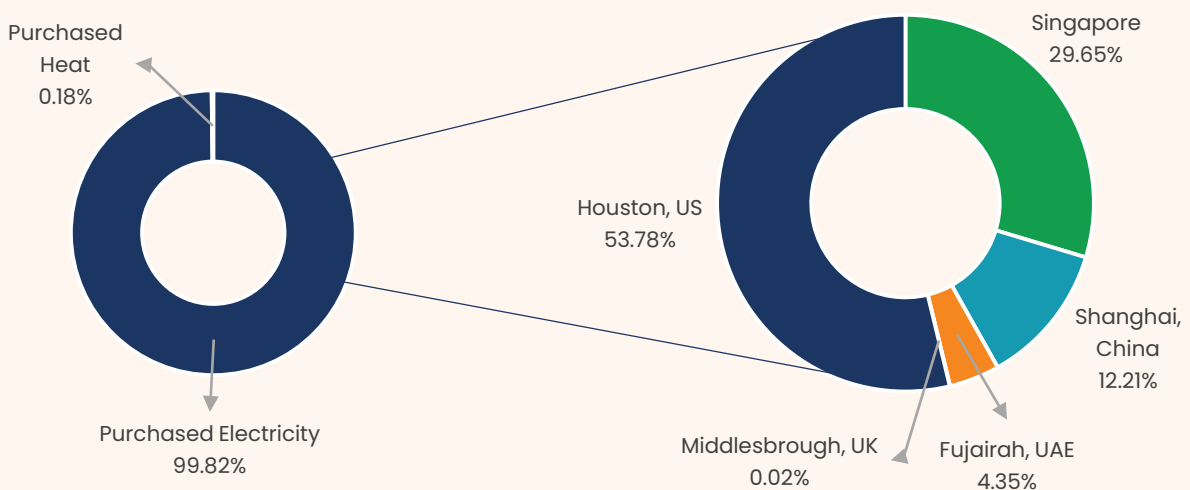
Total Energy Consumption

**~4,400 GJ**



**~80%** less energy consumption during night shifts in labs

### Scope 2 Emission: 546.12 tCO<sub>2</sub>e



Handling all the waste and water properly is one of the important missions in environmental management at The Viswa Group. We notice that appropriate waste and water management will be beneficial to our long-term value creation as well as the thriving growth of our communities.

## Waste Management

Although the waste generation of our organisation is relatively small compared to other industries, we pay close attention to waste handling and disposal to preserve the natural environment and minimise the risk from inappropriate waste management. Our waste may include paper, plastics, chemicals, test samples and organic waste from offices and laboratories. We launched several internal initiatives to reduce waste generation, especially for paper and plastic usage.

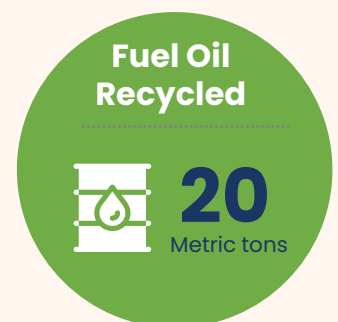


To limit paper usage, we set up posters beside printers to enhance the paper-saving awareness of our employees. Other than that, we continuously promote paperless digitised systems to migrate training records and lab records. Previously, 50-60 pages of records were generated every day and were stored in hardcopy format for 1 year, but all lab records have now been digitised to save a substantial amount of paper annually. Currently, more than 90% of the documentation of The Viswa Group, e.g., invoices and quality management files, is stored in digital format.



We are concerned about the flood of plastic packaging that ends up in the ocean, and for that reason we work on initiatives to reduce plastics usage in offices and laboratories. Instead of single-use plastic cups for public use in the office, we have regular cups and plates available which are washed and reused.

In our laboratories, we also consume fuel oil during the testing and analysis process. The organisation is working on reducing fuel oil consumption or increasing the rate of recycling by sending the oil disposal to third party to be reused in automotive, marine or industrial sectors.







The Viswa Lab supplies approximately 500,000 single-use fuel sample bottles to clients annually from various locations. In order to enhancing the sustainability of these fuel sample bottles, we are opting to change our oil sample kits into biodegradable bottles using Post Consumer Recycled HDPE resin. We are currently in the process of redefining fuel and lube oil packaging through the innovative use of natural materials and barriers. Our goal is to maximise composability with sustainable solutions.



## Water Conservation



The water consumption of The Viswa Group mainly comes from our lab testing process and service water at the office. We are committed to conserving freshwater sources and enhancing water efficiency continuously during our operations. At the offices, we keep reminding employees of saving water by setting up posters in various locations within the office. At our laboratories, we carefully handled the wastewater and water contaminated with oil, which are stored in drums and collected by the local government or third party for treatment before returning to the water cycle.



**VISWA GROUP**



**APPENDICES**

| Description of metric  |            | 2021 |
|--|------------|------|
| <b>Total Employees</b>   |            |      |
| Total number of employees at the beginning of the reporting period in region |            | 170  |
| By Gender  | Men        | 115  |
|  | Women      | 55   |
| By Age   | <30 yrs.   | 44   |
|  | 30-50 yrs. | 105  |
|  | >50 yrs.   | 21   |
| By Region  | USA        | 78   |
|  | UK         | 11   |
|  | China      | 2    |
|  | India      | 15   |
|  | UAE        | 9    |
|  | SG         | 55   |
| Total number of employees at the end of the reporting period in region       |            | 199  |
| By Gender  | Men        | 133  |
|  | Women      | 66   |
| By Age   | <30 yrs.   | 59   |
|  | 30-50 yrs. | 117  |
|  | >50 yrs.   | 23   |
| By Region  | USA        | 71   |
|  | UK         | 14   |
|  | China      | 11   |
|  | India      | 12   |
|  | UAE        | 17   |
|  | SG         | 74   |
| <b>New Hires</b>   |            |      |
| New employee hires   |            | 39   |
| By Gender  | Men        | 29   |
|  | Women      | 10   |
| By Age   | <30 yrs.   | 19   |
|  | 30-50 yrs. | 19   |
|  | >50 yrs.   | 1    |
| By region  | USA        | 0    |
|  | UK         | 3    |
|  | China      | 9    |
|  | India      | 0    |
|  | UAE        | 8    |
|  | SG         | 19   |

| Description of metric                        |       | 2021   |
|--|-------|--------|
| <b>Turnover</b>                              |       |        |
| Total number of turnover                     |       | 10     |
| Total number of employees turnover by region | USA   | 7      |
|  | UK    | 0      |
|  | China | 0      |
|  | India | 3      |
|  | UAE   | 0      |
|  | SG    | 0      |
| Rate of employee turnover by region          | USA   | 9.40%  |
|  | UK    | 0.00%  |
|  | China | 0.00%  |
|  | India | 22.22% |
|  | UAE   | 0.00%  |
|  | SG    | 0.00%  |
| Voluntary Turnover Rate                      |       | 100%   |
| Involuntary Turnover Rate                    |       | 0%     |

| Description of metric                  |       | 2021  |
|--|-------|-------|
| <b>Training</b>                        |       |       |
| Average hours of training per employee |       | 106.4 |
| By Region                              | USA   | 31.4  |
|  | UK    | 27.0  |
|  | China | 27.9  |
|  | India | 20.1  |
|  | UAE   | 56.3  |
|  | SG    | 177.3 |

| Description of metric                 |  | 2021 |
|---------------------------------------|--|------|
| <b>Employment engagement</b>          |  |      |
| Employment engagement as a percentage |  | 79%  |



| Description of metric                |       | 2021 |
|--------------------------------------|-------|------|
| <b>Diversity of management</b>       |       |      |
| Total number of executive management |       | 11   |
| By Region                            | USA   | 4    |
|                                      | UK    | 3    |
|                                      | China | 1    |
|                                      | India | 0    |
|                                      | UAE   | 0    |
|                                      | SG    | 3    |
| By Gender                            | Men   | 8    |
|                                      | Women | 3    |

## SASB Activity Metrics

| Description of metric                |            | 2021  |
|--------------------------------------|------------|-------|
| <b>SV-PS-000.A Employees by type</b> |            |       |
| by type                              | full-time  | 199   |
|                                      | temporary  | 0     |
|                                      | contractor | 0     |
| <b>SV-PS-000.B Hours worked</b>      |            |       |
| Total hours worked                   |            | 8,392 |
| by region                            | USA        | 2,840 |
|                                      | UK         | 560   |
|                                      | China      | 440   |
|                                      | India      | 480   |
|                                      | UAE        | 816   |
|                                      | SG         | 3,256 |

| Description of metric           |                                    | Unit                      | 2021            |                   |
|---------------------------------|------------------------------------|---------------------------|-----------------|-------------------|
| <b>Scope 1 Emission</b>         |                                    |                           |                 |                   |
| <b>Usage</b>                    |                                    |                           |                 |                   |
| Fuel Type                       | Diesel                             | Litre                     | 12,534          |                   |
|                                 | Petrol/Gasoline                    | Litre                     | 12,206          |                   |
|                                 | LPG                                | Tonne                     | 0.5             |                   |
| <b>Total Energy Consumption</b> |                                    | <b>GJ</b>                 | <b>922.71</b>   |                   |
| Fuel Type                       | Diesel                             | GJ                        | 478.61          |                   |
|                                 | Petrol/Gasoline                    | GJ                        | 419.43          |                   |
|                                 | LPG                                | GJ                        | 24.67           |                   |
| <b>Total Scope 1 Emission</b>   |                                    | <b>tCO2e</b>              | <b>63.94</b>    |                   |
| Fuel Type                       | Diesel                             | tCO2e                     | 33.91           |                   |
|                                 | Petrol/Gasoline                    | tCO2e                     | 28.56           |                   |
|                                 | LPG                                | tCO2e                     | 1.47            |                   |
| Description of metric           |                                    | Unit                      | 2021            |                   |
| <b>Scope 2 Emission</b>         |                                    |                           |                 |                   |
| <b>Purchased Electricity</b>    | <b>Total Purchased Electricity</b> |                           | kWh             | <b>952,019.50</b> |
|                                 | by region                          | Singapore                 | kWh             | 396,086.00        |
|                                 |                                    | Shanghai, China           | kWh             | 84,000.00         |
|                                 |                                    | Fujairah, UAE             | kWh             | 58,633.50         |
|                                 |                                    | Middlesbrough, UK         | kWh             | 500.00            |
|                                 |                                    | Houston, US               | kWh             | 412,800.00        |
|                                 |                                    | <b>Energy Consumption</b> |                 | GJ                |
|                                 | by region                          | Singapore                 | GJ              | 1,425.91          |
|                                 |                                    | Shanghai, China           | GJ              | 302.40            |
|                                 |                                    | Fujairah, UAE             | GJ              | 211.08            |
|                                 |                                    | Middlesbrough, UK         | GJ              | 1.80              |
|                                 |                                    | Houston, US               | GJ              | 1,486.08          |
|                                 | <b>Scope 2 Emission</b>            |                           | tCO2e           | <b>545.12</b>     |
|                                 | by region                          | Singapore                 | tCO2e           | 1,425.91          |
|                                 |                                    | Shanghai, China           | tCO2e           | 302.40            |
| Fujairah, UAE                   |                                    | tCO2e                     | 211.08          |                   |
| Middlesbrough, UK               |                                    | tCO2e                     | 1.80            |                   |
| Houston, US                     |                                    | tCO2e                     | 1,486.08        |                   |
| <b>Purchased Heat</b>           | <b>Total Purchased Heat</b>        |                           | CCF             | <b>175.5</b>      |
|                                 | <b>Energy Consumption</b>          |                           | GJ              | 19.74             |
|                                 | <b>Scope 2 Emission</b>            |                           | tCO2e           | 1.00              |
| <b>Total Energy Consumption</b> |                                    | GJ                        | <b>3,447.01</b> |                   |
| <b>Total Scope 2 Emission</b>   |                                    | tCO2e                     | <b>546.12</b>   |                   |

| No.                                      | GRI Disclosure   | Sections                                      |
|--|--|---|
| <b>GRI 102: General Disclosures 2016</b> |  |   |
| <b>Organisational Profile</b>            |  |   |
| 102-1                                    | Name of the organisation                                     | About The Viswa Group                         |
| 102-2                                    | Activities, brands, products, and services                   | About The Viswa Group                         |
| 102-3                                    | Location of headquarters                                     | About The Viswa Group                         |
| 102-4                                    | Location of operations                                       | About The Viswa Group                         |
| 102-5                                    | Ownership and legal form                                     | About The Viswa Group                         |
| 102-6                                    | Markets served   | About The Viswa Group                         |
| 102-7                                    | Scale of the organisation                                    | About The Viswa Group                         |
| 102-8                                    | Information on employees and other workers                   | Our people: Diversity and Equality            |
| 102-9                                    | Supply chain   | Engaging Our suppliers                        |
| 102-10                                   | Significant changes to the organisation and its supply chain | N/A for first year's report                   |
| 102-11                                   | Precautionary Principle or approaching                       | Sustainability Governance and Risk Management |
| 102-12                                   | External initiatives   | Community Engagement                          |
| 102-13                                   | Membership of associations                                   | Our Alliances and Partnerships                |
| <b>Strategy</b>                          |  |   |
| 102-14                                   | Statement from senior decision-maker                         | Message from our CEO                          |
| <b>Ethics and Integrity</b>              |  |   |
| 102-16                                   | Values, principles, standards, and norms of behaviour        | Our Values and Principles                     |
| <b>Governance</b>                        |  |   |
| 102-18                                   | Governance structure   | Sustainability Governance and Risk Management |
| <b>Stakeholder Engagement</b>            |  |   |
| 102-40                                   | List of stakeholder groups                                   | Engaging Our Stakeholders                     |
| 102-42                                   | Identifying and selecting stakeholders                       | Engaging Our Stakeholders                     |
| 102-43                                   | Approach to stakeholder engagement                           | Engaging Our Stakeholders                     |
| 102-44                                   | Key topics and concerns raise                                | Engaging Our Stakeholders                     |

| No.  | GRI Disclosure   | Sections                              |
|--|--|---------------------------------------|
| <b>GRI 102: General Disclosures 2016</b>   |  |                                       |
| <b>Reporting Practice</b>                  |  |                                       |
| 102-45                                     | Entities included in the consolidated financial statements               | About the report                      |
| 102-46                                     | Defining report content and topic Boundaries                             | About the report                      |
| 102-47                                     | List of material topics  | Materiality Assessment                |
| 102-48                                     | Restatements of information  | N/A for first year                    |
| 102-49                                     | Changes in reporting   | N/A for first year                    |
| 102-50                                     | Reporting period   | About the report                      |
| 102-51                                     | Date of most recent report   | About the report                      |
| 102-52                                     | Reporting cycle  | About the report                      |
| 102-53                                     | Contact point for questions regarding the report                         | About the report                      |
| 102-54                                     | Claims of reporting in accordance with the GRI Standards                 | About the report                      |
| 102-55                                     | GRI content index  | GRI Content Index                     |
| 102-56                                     | External assurance   | No external assurance for this report |
| <b>GRI 103: Management Approach 2016</b>   |  |                                       |
| 103-1                                      | Explanation of the material topic and its Boundary                       | Materiality Assessment                |
| 103-2                                      | The management approach and its components                               | In chapters                           |
| 103-3                                      | Evaluation of the management approach                                    | In chapters                           |
| <b>GRI 204: Procurement Practices 2016</b> |  |                                       |
| 204-1                                      | Proportion of spending on local suppliers                                | Engaging Our suppliers                |
| <b>GRI 205: Anti-corruption 2016</b>       |  |                                       |
| 205-2                                      | Communication and training about anti-corruption policies and procedures | Ethics and Compliance                 |
| 205-3                                      | Confirmed incidents of corruption and actions taken                      | Ethics and Compliance                 |

| No.   | GRI Disclosure   | Sections                                 |
|---|--|--|
| <b>GRI 302: Energy 2016</b>                   |  |  |
| 302-1   | Energy consumption within the organisation             | Energy Management and Emission Reduction |
| <b>GRI 303: Water and Effluents 2018</b>      |  |  |
| 303-1   | Interactions with water as a shared resource           | Water use and conservation               |
| 303-2   | Management of water discharge-related impacts          | Water use and conservation               |
| 303-5   | Water consumption                                      | Water use and conservation               |
| <b>GRI 305: Emissions 2016</b>                |  |  |
| 305-1   | Direct (Scope 1) GHG emissions                         | Energy Management and Emission Reduction |
| 305-2   | Energy indirect (Scope 2) GHG emissions                | Energy Management and Emission Reduction |
| <b>GRI 306: Waste 2020</b>                    |  |  |
| 306-1   | Waste generation and significant waste-related impacts | Waste Management                         |
| 306-2   | Management of significant waste-related impacts        | Waste Management                         |
| 306-3   | Waste generated  | Waste Management                         |
| 306-4   | Waste diverted from disposal                           | Waste Management                         |
| <b>GRI 307: Environmental Compliance 2016</b> |  |  |
| 307-1   | Non-compliance with environmental laws and regulations | None                                     |



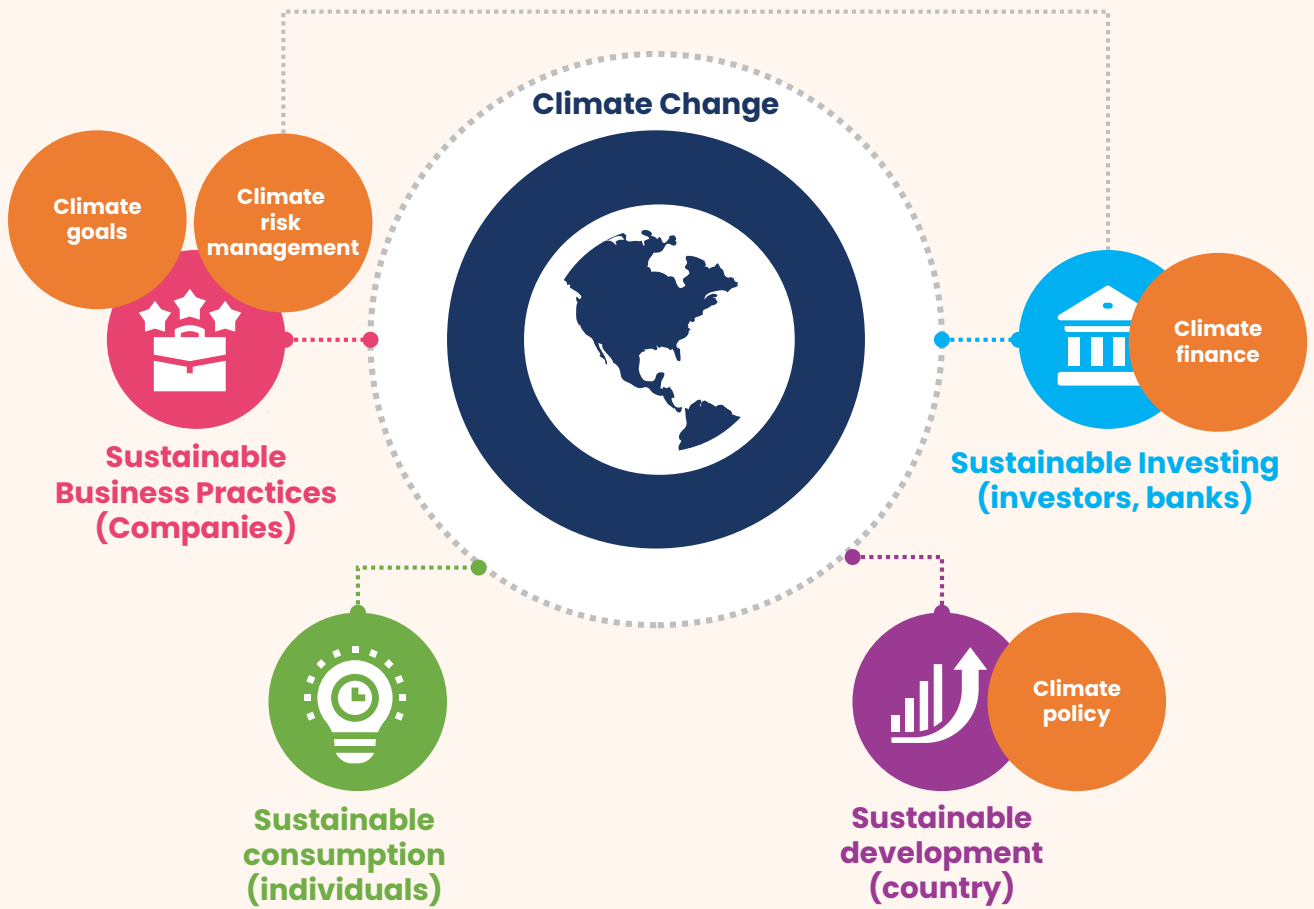
| No.  | GRI Disclosure  | Sections                                  |
|--|---|---|
| <b>GRI 401: Employment 2016</b>                      |   |   |
| 401-1  | New employee hires and employee turnover  | Our people: Diversity and Equality        |
| 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees            | Our people: Employee welfare and benefits |
| 401-3  | Parental leave  | Our people: Employee welfare and benefits |
| <b>GRI 403: Occupational Health and Safety 2018</b>  |   |   |
| 403-1  | Occupational health and safety management system  | Occupational Health and Safety            |
| 403-2  | Hazard identification, risk assessment, and incident investigation  | Occupational Health and Safety            |
| 403-3  | Occupational health services  | Occupational Health and Safety            |
| 403-5  | Worker training on occupational health and safety   | Occupational Health and Safety            |
| 403-6  | Promotion of worker health  | Occupational Health and Safety            |
| 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Occupational Health and Safety            |
| 403-8  | Workers covered by an occupational health and safety management system  | Occupational Health and Safety            |
| 403-9  | Work-related injuries   | Occupational Health and Safety            |
| <b>GRI 404: Training and Education 2016</b>          |   |   |
| 404-1  | Average hours of training per year per employee   | Training and Skill Development            |
| 404-2  | Programs for upgrading employee skills and transition assistance programs                                     | Training and Skill Development            |
| 404-3  | Percentage of employees receiving regular performance and career development reviews                          | Training and Skill Development            |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> |   |   |
| 405-1  | Diversity of governance bodies and employees  | Our people: Diversity and Equality        |
| <b>GRI 413: Local Communities 2016</b>               |   |   |
| 413-1  | Operations with local community engagement, impact assessments, and development programs                      | Community Engagement                      |
| <b>GRI 414: Supplier Social Assessment 2016</b>      |   |   |
| 414-1  | New suppliers that were screened using social criteria  | Engaging Our suppliers                    |
| <b>GRI 418: Customer Privacy 2016</b>                |   |   |
| 418-1  | Substantiated complaints concerning breaches of customer privacy and losses of customer data                  | Data Privacy and Cybersecurity            |

| Topic                  | Accounting Metric   | SASB Code    | Sections                           |
|------------------------|---|--------------|------------------------------------|
| Data Security          | Description of approach to identifying and addressing data security risks   | SV-PS-230a.1 | Data Privacy and Cybersecurity     |
|                        | Description of policies and practices relating to collection, usage, and retention of customer Information  | SV-PS-230a.2 | Data Privacy and Cybersecurity     |
|                        | (1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers Affected | SV-PS-230a.3 | 0                                  |
| Workforce              | Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees  | SV-PS-330a.1 | Our people: Diversity and Equality |
| Diversity & Engagement | (1) Voluntary and (2) involuntary turnover rate for employees   | SV-PS-330a.2 | ESG Data Tables - Social           |
|                        | Employee engagement as a percentage   | SV-PS-330a.3 | ESG Data Tables - Social           |
| Professional Integrity | Description of approach to ensuring professional integrity  | SV-PS-510a.1 | Ethics and Compliance              |
|                        | Total amount of monetary losses as a result of legal proceedings associated with professional Integrity   | SV-PS-510a.2 | 0                                  |

| Activity Metric  | SASB Code   | Sections                 |
|--|-------------|--------------------------|
| Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract | SV-PS-000.A | ESG Data Tables - Social |
| Employee hours worked; percentage billable   | SV-PS-000.B | ESG Data Tables - Social |

| Acronym     | Full Form                                      | Acronym        | Full Form  |
|-------------|--|----------------|--|
| <b>AMS</b>  | Alarm Monitoring System                        | <b>MRV</b>     | Monitoring, Reporting and Verification                   |
| <b>DCS</b>  | Data Collection System                         | <b>NAMEPA</b>  | North American Marine Environment Protection Association |
| <b>ERP</b>  | Enterprise Resource Planning                   | <b>NGO</b>     | Non-Governmental Organisation                            |
| <b>ESG</b>  | Environmental, Social and Governance           | <b>NIOSH</b>   | National Institute for Occupational Safety and Health    |
| <b>FCPA</b> | Foreign Corrupt Practices Act                  | <b>ORB</b>     | Oil Record Book  |
| <b>FY</b>   | Financial Year                                 | <b>OSHA</b>    | Occupational Safety and Health Administration            |
| <b>GCNS</b> | Global Compact Network Singapore               | <b>PPE</b>     | Personal Protective Equipment                            |
| <b>HSFO</b> | High Sulfur Fuel Oil                           | <b>R&amp;D</b> | Research and Development                                 |
| <b>HVAC</b> | Heating, Ventilation, and Air Conditioning     | <b>SDG</b>     | Sustainable Development Goal                             |
| <b>ICT</b>  | Information and Communications Technology      | <b>SEEMP</b>   | Ship Energy Efficiency Management Plan                   |
| <b>IHM</b>  | Inventory of Hazardous Material                | <b>SME</b>     | Small and Medium-sized Enterprises                       |
| <b>IMO</b>  | International Maritime organisation            | <b>SOx</b>     | Sulfur Oxide   |
| <b>ISM</b>  | Information Security Management                | <b>SSA</b>     | Singapore Shipping Association                           |
| <b>ISMS</b> | Information Security Management System         | <b>SVMS</b>    | Smart Vessel Management System                           |
| <b>ISO</b>  | International organisation for Standardisation | <b>UNGC</b>    | United Nations Global Compact                            |
| <b>LNG</b>  | Liquefied Natural Gas                          | <b>VLSFO</b>   | Very Low Sulphur Fuel Oil                                |
| <b>MPA</b>  | Maritime and Port Authority of Singapore       |                |  |

Sustainability is linked to every portion of our business, including operations, management, investment, relationships, and even future development. We noticed the linkage between the organization and society, and we are committed to implementing a more comprehensive sustainability roadmap.



This graphic presents the linkage between sustainability and climate change. There are some overlapping between the impact of climate change and sustainability, which shows that part of climate change can be addressed through a commitment to long-term sustainability goals, such as lower GHG emissions, and higher energy efficiency. Companies, such as the Viswa Group, are mainly responsible for setting corporate climate goals to show their commitment to combating climate change, which would also contribute to countrywide climate policy and sustainability goals. Sustainable development also shows high potential in addressing other environmental issues, such as air and water pollution, deforestation, ocean acidification, lowered biodiversity, etc. The Viswa Group continues embracing long-term sustainability and supports worldwide sustainable development.



## **Direct Energy Consumption (GJ)**

Includes diesel and gasoline usage for company-owned vehicles and LPG usage for The Viswa Group offices and labs worldwide.

## **Indirect Energy Consumption (GJ)**

Includes purchased electricity and heating for The Viswa Group offices and labs worldwide

## **Scope 1 Direct Emissions and Scope 2 Energy Indirect Emissions**

GHG emissions are calculated via default conversion factors for fuel consumption and grid emission conversion factors for electricity consumption.

CO<sub>2</sub> equivalent conversion factors (tCO<sub>2</sub>e) derived from US EPA Emissions & Generation Resource Integrated Database (eGRID), Singapore Energy Market Authority (EMA), Dubai Electricity & Water Authority, IGES Grid Emission Factor and UK Govt – Defra/BEIS.

## **Social Data**

The social data only include employees within the scope of the Viswa Group. It does not include any data related to third-party contractors.





**VISWA GROUP**



**THANK YOU**