



**DATAPULSE**  
TECHNOLOGY

SGInvestors

# **Datapulse Technology Limited**

## **Sustainability Report 2019**

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## Board Statement

Dear stakeholders,

Datapulse Technology Limited (“Datapulse” or the “Company”, together with its subsidiaries, collectively the “Group”, “we” or “our”) is pleased to present our Sustainability Report for the financial year ended 31 July 2019 (“FY2019”).

We place strong emphasis in sustainability as a vital part of the Group’s formulation of strategy. Following the cessation of business activities in the manufacturing of optical disk products (“Media Storage Business”) in FY2018 and the haircare, cosmetic and other homecare chemical business (“Haircare Business”) in FY2019, our Group will focus on the property business, particularly the acquisition or investment in hotels and hospitality assets. Our Group aims to continue integrating sustainability practices into our new core business whilst creating long-term viability for our key stakeholders. We are excited to share our progress in building a sustainable business through identifying and managing the material environmental, social and governance (“ESG”) factors.

We would like to thank our key stakeholders for your support of the Group over the years. We strive to continue building the business, increasing our stakeholders’ confidence and providing greater value to you.

Board of Directors

## About this Report

### Objectives of this Report

This report reaffirms Datapulse’s commitment to sustainability. In this report, we have outlined the approach and processes in identifying the material ESG aspects of our Group’s developments and operations and articulated the application of sustainability practices into our policies, structure, management and operations. This report was prepared with reference to the requirements of Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules 711A and 711B and in accordance to the Global Reporting Initiative (“GRI”) Standards: Core Option, which is a well-known and globally-recognised sustainability reporting framework.

### Key Reporting Principles

This report was prepared with reference to key reporting principles in accordance with GRI standards, as outlined in the following table:

<b>Stakeholder inclusiveness</b>	<b>Identification of the stakeholders of Datapulse and our Group’s response to their expectations and interests</b>
<b>Sustainability</b>	Presentation of our Group’s performance from a sustainability perspective
<b>Materiality</b>	Aspects of our Group’s operations with (i) significant economic, environmental or social impacts or (ii) significant influence on the assessments and decisions of our Group’s stakeholders
<b>Completeness</b>	Reflection of the material aspects of our Group to enable the stakeholders to assess the performance of our Group in FY2019

## Scope of this Report

This report covers the ESG performance of our Group's business activities from 1 August 2018 to 31 July 2019. This report will focus on the highlighted key sustainability issues of our investment holding and trading activities in Singapore and the hotel operations in Seoul, South Korea. It encompasses the sustainability framework we have followed and how we have managed issues relating to sustainability.

We have not sought external assurance for this report and relied on internal data monitoring and verification to ensure accuracy of data. We will review our policy on sustainability reporting assurance for future releases.

## Contact Us

In line with our conservation efforts, an electronic edition of this annually published report is made available for download on our website at [www.datapulse.com.sg](http://www.datapulse.com.sg).



We welcome and value your suggestions or feedback on the content of this report. Please let us have your views and suggestions by contacting us at [dtpulse@datapulse.com.sg](mailto:dtpulse@datapulse.com.sg).



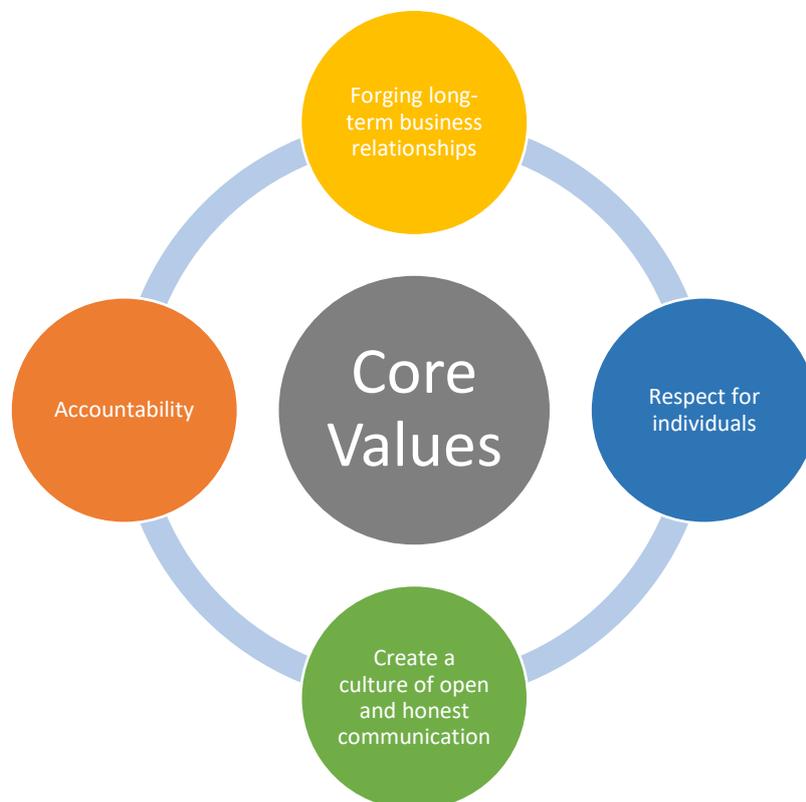
## About Datapulse Technology Limited

Datapulse was listed on The Stock Exchange of Singapore Dealing and Automated Quotation System (now known as Catalist) on 1 March 1994 and was transferred to the Mainboard of the SGX-ST on 23 November 2000. Since listing, our Group has been principally involved in the Media Storage Business. Our Group's headquarters is located in Singapore. After cessation of the business activities in the Media Storage Business in FY2018 and the Haircare Business in FY2019, our Group has made the decision to focus on the property business, particularly the acquisition or investment in hotels and hospitality assets.

Our Group targets gateway cities in Asia as the core markets for our real estate investment objectives, either by way of majority or minority stakes, and either on a standalone basis or in collaboration with selected capital partners. We actively pursue a value-add type investment strategy, identifying undervalued assets situated in prime locations which have the potential for strong operational and physical enhancements.

We embarked on a series of initiatives to build up our hospitality portfolio, with the acquisition of Hotel Aropa in Seoul, South Korea in March 2019, and investments in two other hotel properties, namely Holiday Inn Express Euljiro in June 2019 and Bay Hotel in August 2019, located in Seoul and Singapore respectively.

## Value and Mission



## Mission & Vision

To be one of the pre-eminent real estate investment group and a premier provider of asset management services.

## External Initiatives

Datapulse strives to continue bringing positive social impact to the local communities after transitioning to a new core business in FY2019. While the Company grows its new business, the Group has committed in allocating resources and organising community work to engage its employees to giving back to society.

## Membership of Association and Awards

As a member of the Singapore Business Federation (“SBF”), there are networking opportunities with trade members to identify new business opportunities. Likewise, we make effort to providing insights through discussions with fellow members of SBF and establishing important connections with key players in major economies and emerging markets.



## Governance and Sustainability Approach

### Sustainability Statement

Datapulse's commitment to sustainability is guided by its core values. Our Group aims to nurture a culture of sustainability and adopt responsible practices in our operations so as to align our strategy, processes and workflow with sustainability in mind. In developing our corporate strategy, we take into account concerns from our key stakeholders.

### Sustainability Governance Structure

Our Group understands that sustainability plays an integral part in preserving and enhancing shareholders' value. Our Board continues to perform its role in reviewing and advising on overall sustainability strategies. Responsibility also lies with the Board to monitor and evaluate our Group's performance on ESG aspects on an ongoing basis.

### Sustainable Value Chain

We recognise sustainable value generation as a strong driver of value within the Group's value chain and through our procurement processes. We take into consideration the factors of quality and economic value of products or services, business ethics, reputation and commitment to environmental, health and safety standards as one of the criteria when assessing and selecting new potential suppliers or business partners. The Group adopts a holistic approach in making sure our risk assessment and management processes are in place as it is integral to our value chain management and at the same time, the continuous incorporation and improvement of ESG aspects in our supply chain.

## Stakeholder Engagement

We engage our key stakeholders on an ongoing basis to better understand their concerns and interests. Effective engagement allows our Group to be better positioned to anticipate and react to evolving challenges and requirements, which will allow our Group to formulate corporate strategies and to build a sustainable long-term business.

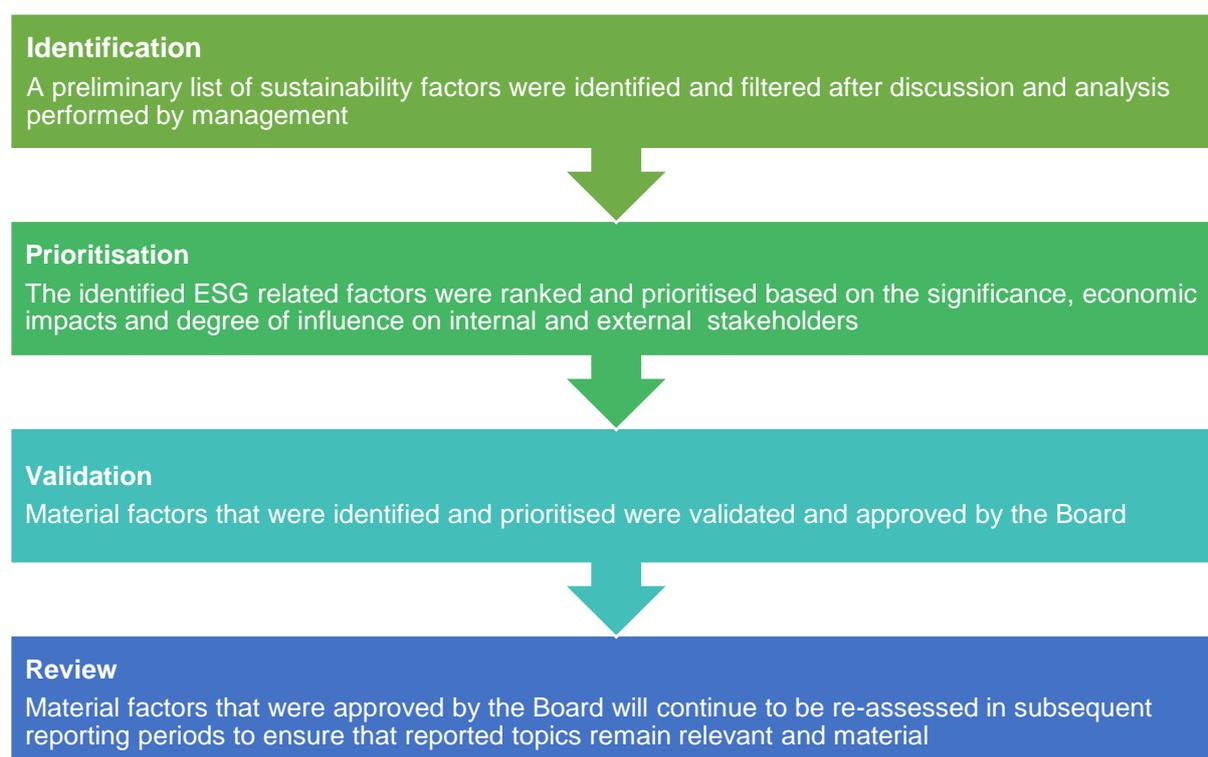
An overview of our approach and expectations of our key stakeholders are set out below:

Key Stakeholders	Modes of Engagement	Stakeholders' Expectations
<b>Shareholders</b>	Annual general and extraordinary general meetings, circulars to shareholders, announcements	Profitability, transparency, timely reporting and announcements, ethical business practices
<b>Board of Directors</b>	Ongoing communication, board meeting held at least on a quarterly basis	Accurate and timely management reporting, financial performance, risk management, compliance with laws and regulations
<b>Business partners</b>	Regular meetings and discussions, periodic operational and financial updates	Opportunities to achieve economic growth and brand building
<b>Employees</b>	Staff orientation, external and internal training programs, performance evaluation, internal memos	Staff benefits, welfare, personal development, good working environment and equal opportunities
<b>Guests</b>	Enquiry calls, corporate website, guest satisfaction surveys	Competitive pricing, personal data security and service quality
<b>Government and Regulators</b>	Periodic discussions with regulators and government agencies/ departments	Social and environmental-friendly business approaches, compliance with regulations, timely reporting and resolutions of issues
<b>Suppliers</b>	Regular meetings with suppliers to exchange feedback and areas of concerns	Competitive pricing, high ethical standards, comply with purchasing terms and conditions

## Defining the Material ESG Factors

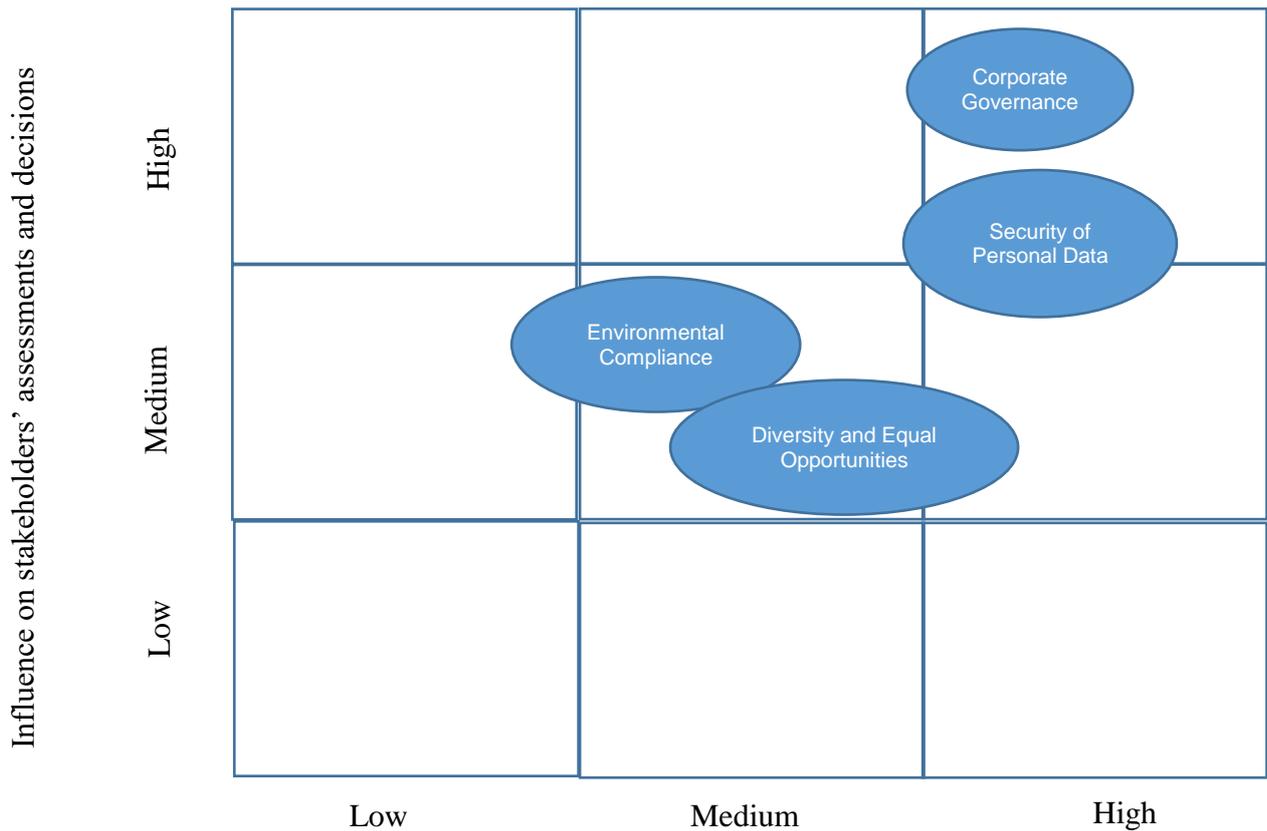
To identify the material ESG factors, our Group took into account the interests and expectations of internal and external stakeholders during the selection and assessment of material ESG factors. We adopted a four-step materiality assessment process to determine material ESG, as outlined below:

### Materiality Assessment Approach



## Materiality Matrix

The materiality matrix below was used to identify all the material ESG factors and priorities for reporting. We have assessed the potential impact on the economic, environment, social and governance aspect and influence on our stakeholders, with an on-going research, discussions and interactions together with our stakeholders.



Significance of economic, environmental, social and governance impact to the business

## List of Material Sustainability Factors

S/N	Topic	Description	Key Initiatives	Page Reference
1	Corporate Governance	Our measures in place to uphold good corporate governance	We will continue to engage with relevant groups of stakeholders, including shareholders and the board of directors, providing updates via meeting notes, emails and the corporate website. Our goal is to demonstrate that we are a good corporate citizen by continuing to uphold and maintain high standards of accountable and transparent governance.	Page 11 - 12
2	Environmental compliance	Our environmental-friendly efforts in compliance with environmental-related laws and regulations	As we expand our global presence, we are mindful of the impact of our carbon footprint. The Group strives to provide our guests with the desired experience while minimising any adverse impact on the environment. Our “going-green” initiatives will not only reduce costs in the long run, but also attract travellers who seek eco-friendly places to stay.	Page 13
3	Diversity and equal opportunities	Initiatives to ensure our workforce are diversified in terms of ethics, genders and age, including equal opportunities amongst employees	We are aware of the highlighted diversity indicators which are material to business sustainability. We continue to ensure no prejudice treatment of all employees and potential employees regardless of their backgrounds, nationalities, gender and age.	Page 14 - 15
4	Security of personal data	Controls in place to protect personal data and privacy at corporate level and business unit	We exercise extra caution when handling guests’ personal data in relation to our hotel operations. We will continue to examine processes and practices for compliance with the data protection and privacy laws.	Page 16

## Corporate Governance

Our Group aims to uphold and maintain high standards of accountability, transparency and governance. The Board has approved and put in place internal policies to ensure a diversified Board and workforce. In addition, we have adopted policies governing the approval of mergers and acquisitions, as well as the appointment, re-appointment and resignation of directors of the Company.

### Board Diversity Policy

The Group has set out a Board Diversity Policy to encourage optimizing the capabilities of its members whose areas of expertise differ based on different backgrounds, gender and culture. The Nominating Committee will be responsible for promoting and achieving this policy of appointing willing and able Directors of different profiles.

### Investor Relations Policy

The Group has implemented an Investor Relations Policy to make sure that current and prospective investors are provided with sufficient information of Company's principles and practices. We aim to engage shareholders with an emphasis on timely, accurate, fair and transparent disclosure of information.

### Dealing in Securities Policy

The Group has issued a policy where the Directors, management team and certain employees are prohibited from dealing in the securities of the Company while in possession of price-sensitive information. This also includes the period commencing one month before announcement of the Group's full year financial results and two weeks before the announcement of the Group's financial results of the first three quarters of the Group's financial year, ending on the date of announcement of the relevant results. They are also discouraged from dealing in the Company's securities on short-term considerations.

## Conflict of Interest Policy

The Group has implemented a conflict of interest policy and a code of ethics. All Board members and employees are required to declare any potential conflict of interest (whether perceived or actual) upon employment and on an annual basis. Employees were made aware of these policies during the employee orientation process and through regular communications within the Group.

## Whistleblowing Policy

The Group had instituted a whistleblowing policy, which provides a channel for employees of the Group to report any possible improprieties in financial reporting and other matters, in good faith and in confidence, without fear of reprisals. The Audit Committee ("AC") oversees this function and all employees are given direct access to the AC via email. Upon receiving a complaint, the AC will direct the management to investigate and review any report findings as well as follow up actions.

In FY2019, there was no complaint received from the whistleblowing channel and no reported incident of corruption within the Group.

FY2019 Target	FY2019 Performance	FY2020 Target	Key Initiatives to be Continued/ Implemented
<ul style="list-style-type: none"> <li>• <b>Zero cases of breaches in relation to SGX listing rules</b></li> </ul>	<ul style="list-style-type: none"> <li>• The Group maintained zero cases of breaches in relation to SGX listing rules.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero cases of breaches in relation to SGX listing rules</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to provide timely communication and training which aim to build the internal and external awareness on key policies.</li> <li>• Continue to conduct mandatory annual declaration on conflict of interest to declare potential interests in order to put in place proper safeguards.</li> <li>• Monitor and keep abreast of new listing rules and updates.</li> <li>• Continue to present a balanced and understandable assessment of the Group's performance, position and prospects to the public, to enable the investment community and other stakeholders to better understand the business and operations of the Group.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Zero cases of confirmed incidents of corruption</b></li> </ul>	<ul style="list-style-type: none"> <li>• There were no reported cases of whistleblowing, misconducts by the employees or any confirmed cases of corruption involved by the employees or business in FY2019.</li> </ul>	<ul style="list-style-type: none"> <li>• Zero cases of confirmed incidents of corruption</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to conduct mandatory annual declaration on conflict of interest to declare potential interests in order to put in place proper safeguards.</li> <li>• Review and continually enhance policies and code of ethic by observing a high standard of corporate conduct.</li> </ul>

## Environmental Compliance

In view of the Group's hotel operations, we are cognizant of the potential impact on the environment and its surroundings. These include the generating and disposal of waste, emissions and the carbon footprint from the use of various electrical appliances.

As such, it is our aim to incorporate environmental-friendly practices that will improve business performance and fulfill our role in being a responsible business. Our Group and all our employees are aware of our responsibilities to the environment and the requirement in complying with environmental regulations. The hotel management team took steps to reduce paper wastage by transposing to online data storage, engaging our hotel guests on waste and resource management by placing signs inside the room and toilets to remind guests to conserve water. To optimise consumption on energy and water, we have also embarked on measuring energy and water consumption of our hotel and tapped into energy and water conserving appliances to reduce consumption levels.



We are committed to strive for high standards of environmental responsibility in our business operations by performing regular reviews on our business operations in South Korea. We believe that in doing so, we are able to work towards building a cleaner and more sustainable future.

We are pleased to report that there were no reports/ incidents of non-compliance with the local environmental laws and regulations in FY2019.

FY2019 Target	FY2019 Performance	FY2020 Target	Key Initiatives to be Continued/ Implemented
<b>No significant financial penalty for non-compliance with environmental laws and regulations</b>	The Group maintained zero reports / incidents on non-compliance with environmental laws and regulations.	No significant financial penalty for non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> <li>Continue to provide our guests with the desired experience while minimising any adverse impact on the environment.</li> <li>Constantly review our policies and practices, including internal checks to ensure environmental compliance.</li> </ul>

## Diversity and Equal Opportunities

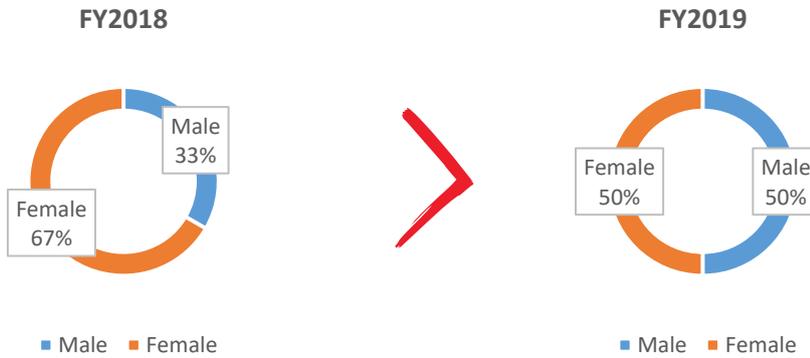
We believe that a workforce with equal opportunities and fair labour practices drives our employees' loyalty and productivity. Human resource policies were put in place to adopt equal opportunities and fair employment practices. We institute controls during the recruitment process to prevent any potential discrimination of gender, age, ethnicity, religion, marital status, sexual orientation and national origin when evaluating qualified candidates.

A diversified workforce that treasures contribution at every level stimulates creativity and cohesiveness, which is essential for our Group's success. By encouraging diversity, we hope to establish a talent pool led by experienced individuals in the senior management that embraces teamwork and shared success.

FY2019 Target	FY2019 Performance	FY2020 Target	Key Initiatives to be Continued/ Implemented
<ul style="list-style-type: none"> <li><b>To present data of the Group's key business units on aspects including gender and age group at different employee categories, and ratio of basic salary and remuneration of women to men in sustainability report</b></li> </ul>	<ul style="list-style-type: none"> <li>The Group managed to establish and present quantitative data of the Group's key business units on aspects including gender and age group at different employee categories</li> </ul>	<ul style="list-style-type: none"> <li>Continue to maintain and collect data in relation to employee diversity of the Group's controlled entities</li> </ul>	<ul style="list-style-type: none"> <li>Build up and maintain data collection methodology for continuing monitoring purpose.</li> <li>Engage with reporting business units to review the accuracy of data recorded.</li> </ul>

## Employee Profile

### Gender Diversity (Total Employees)



### Gender Diversity (Senior Management)



### Age profile of our employees by employee category



## Security of Personal Data

Due to the nature of our business, we place key emphasis on the collection and handling of personal data at the corporate and business unit level. We are committed to complying with personal data protection regulations in both jurisdictions (Singapore and South Korea) to safeguard and maintain personal data.

In accordance with Singapore’s Personal Data Privacy Act (“PDPA”) in Singapore, we have an assigned Data Protection Officer (“DPO”) who oversees the policy to meet regulatory compliance. Any legislative changes will also be reviewed by the DPO to make sure that the Group is in compliance and to incorporate any changes in our policies and procedures where required.

Our business entities at Seoul, South Korea abides by the Personal Information Protection Act, which is South Korea’s main privacy law. In our hotel operations, our guests primarily provide their data through online inquiries, booking and upon check-in at our hotel premises. In each of these cases, our guests must consent to provide their personal data and only necessary data is collected and data that is not required is discarded and destroyed.

We aim to create a safeguarded and reliable environment for our guests – zero instances of leaked guests’ data or breached of personal data protection regulations.

FY2019 Target	FY2019 Performance	FY2020 Target	Key Initiatives to be Continued/ Implemented
<ul style="list-style-type: none"> <li><b>Create a safe, secure and reliable environment for our hotel guests of hotel business</b></li> </ul>	<ul style="list-style-type: none"> <li>The Group continues the efforts in creating a work culture and awareness in handling our customers’ data responsibly.</li> </ul>	<ul style="list-style-type: none"> <li>Create a safe, secure and reliable environment for our hotel guests of hotel business</li> </ul>	<ul style="list-style-type: none"> <li>Review and refine policy and practices on personal data protection for hotel business.</li> </ul>
<ul style="list-style-type: none"> <li><b>Zero instances of leaks of guests’ data and breaches of personal data protection related regulations</b></li> </ul>	<ul style="list-style-type: none"> <li>There are no reported incidents of loss of customers’ data and breach of customer privacy.</li> </ul>	<ul style="list-style-type: none"> <li>Zero instances of leaks of guests’ data and breaches of personal data protection related regulations</li> </ul>	<ul style="list-style-type: none"> <li>Provide constant communication and trainings on policy and measures in relation to personal data protection.</li> </ul>

## GRI Content Index

GRI Standard/ Disclosure		Page Reference and Reasons for Omission, if applicable
<b>Organisational Profile</b>		
102-1	Name of the organisation	Sustainability Report ("SR"): Page 1
102-2	Activities, brands, products and services	SR: Page 3
102-3	Location of headquarters	SR: Page 3
102-4	Location of operations	SR: Page 3
102-5	Ownership and legal form	SR: Page 3
102-6	Markets served	SR: Page 3
102-7	Scale of the organisation	Annual Report 2019 ("AR"): Financial Highlights
102-8	Information on employees	SR: Page 14 to 15
102-9	Supply chain	SR: Page 6
102-10	Significant changes to the organisation and its supply chain	There is no significant change to the organisation and its supply chain
102-11	Precautionary Principle or approach	AR: Page 105
102-12	External initiatives	SR: Page 5
102-13	Membership of associations	SR: Page 5
<b>Strategy</b>		
102-14	Statement from senior decision maker	SR: Page 1
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	SR: Page 5
<b>Governance</b>		
102-18	Governance structure	SR: Page 6 AR: Board of Directors
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	SR: Page 7
102-41	Collective bargaining agreements	Not applicable. The employees of Datapulse are not covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	SR: Page 7
102-43	Approach to stakeholder engagement	SR: Page 7
102-44	Key topics and concerns raised	SR: Page 7

GRI Standard/ Disclosure		Page Reference and Reasons for Omission, if applicable
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	AR: Notes to the Financial Statements (Subsidiaries)
102-46	Defining report content and topic boundaries	SR: Page 3
102-47	List of material topics	SR: Page 10
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	SR: Page 3
102-51	Date of most recent report	30 July 2019
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	SR: Page 3
102-54	Claims of reporting in accordance with the GRI Standards	SR: Page 2
102-55	GRI content index	SR: Page 17 to 18
102-56	External assurance	SR: Page 3
<b>GRI 103: Management Approach 2016</b>		
103-1	Explanation of the material topic and its boundaries	SR: Page 10 to 16
103-2	The management approach and its components	SR: Page 10 to 16
103-3	Evaluation of the management approach	SR: Page 10 to 16
<b>GRI 205: Anti-corruption 2016</b>		
205-2	Communication and training about anti-corruption policies and procedures	SR: Page 11 to 12
<b>GRI 307: Environmental Compliance 2016</b>		
307-1	Non-compliance with environmental laws and regulations	SR: Page 13
<b>GRI 405: Diversity and Equal Opportunities 2016</b>		
405-1	Diversity of governance bodies and employees	SR: Page 15
<b>GRI 418: Customer Privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: Page 16