

SUSTAINABILITY

REPORT 2024

WYN2000 TRANSPORT & CONTAINER SERVICES PTE LTD
WYN2000 LOGISTICS PTE LTD



***Greener Together :
Building A Resilient Logistics Future***



WYN2000 TRANSPORT & CONTAINER SERVICES PTE LTD

WYN2000 LOGISTICS PTE LTD

(GRI 2-1)	200102930D 200309094N Corporate Registration Number
	21 Tuas Ave 9, WYN2000 Logistics Centre Address of principal executive offices
	Singapore State of jurisdiction of incorporation
	639196 Postcode
	2024 Fiscal Year Ending

TABLE OF CONTENTS

<u>CONTENT</u>	<u>PAGE</u>
About this Report	04
Executive Director Statement	05
WYN2000 Transport & Container Services Pte Ltd	07
Honouring Our Past, Embracing Our Future	07
Organisation Structure & Oversight in Managing Impacts	09
Core Values, Strategy & Focus	11
Risks and Opportunities	12
Stakeholder Engagement	13
Accounting for Material Impacts	15
Material Topics	16
Environmental	17
Social	22
Governance	28
GRI Content Index	31

ABOUT THIS REPORT

Reporting Period

(GRI 2-3)

This report covers WYN2000 Transport & Container Services Pte Ltd's sustainability performance from 1 January 2024 to 31 December 2024.

Location of Operations

(GRI 2-2)

WYN2000 has a presence in Singapore. This report specifically addresses the operations conducted in Singapore for the following 2 companies:

WYN2000 Transport & Container Services Pte Ltd

WYN2000 Logistics Pte Ltd

Reporting Framework

The report has been compiled with reference to the Global Reporting Initiative (GRI) Standards for 2021, which serve as a framework for businesses to articulate their influence on diverse Environmental, Social, and Governance (ESG) concerns.

External Assurance

(GRI 2-5)

No external assurance was sought for this report.

Feedback

(GRI 2-3)

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

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Singapore 639196

Tel: +65 6266 0566

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Executive Director Statement

(GRI 2-22)

A Journey of Purpose | Building a Sustainable Future for WYN2000 and the Logistics Industry

As Executive Director of WYN2000, I am pleased to present our second annual Sustainability Report, which outlines our sustainable development strategy and charts our journey toward responsible growth and positive impact.¹

Charting a Greener Course

2024 has been a year of learning, growth, and deeper engagement with our employees, partners, and the communities we serve. Sustainability at WYN2000 is not just a corporate responsibility; it is a shared journey that requires collaboration, innovation, and a steadfast commitment. We continue to foster a culture of sustainability within our organisation, encouraging behavioural change and raising awareness about the importance of sustainable practices in everyday work.



Our Sustainability Strategy

Our approach is guided by our core values: integrity, innovation, and sustainability. We have integrated environmental and social priorities into our business evolution, aligning our practices with global standards such as GRI and SASB. Our strategy focuses on:

- Managing our business responsibly by integrating ESG criteria into governance and risk management
- Empowering our customers with access to sustainable solutions
- Accelerating actions to address climate change and drive resource efficiency
- Creating possibilities for our communities through engagement and support

Environmental Stewardship

In 2024, WYN2000 reduced emissions intensity per employee by 14.6%, tracked 398,855 kWh of energy use and 148.43 metric tons of waste, and introduced recycling bins to promote responsible disposal. Our Clean-Up Drive at East Coast Park engaged 28 participants and collected 168 kg of litter, demonstrating our commitment to environmental stewardship and community engagement.

Social Responsibility

Our employees are at the heart of our long-term success. We strive to empower them through training and development, fair labour practices, and a culture of respect and inclusion. In 2024:

- We maintained zero work-related fatalities and continued proper recording of work-related injuries
- Women represented 30% of senior management
- The average number of training hours per employee was 6.9, with 100% participation in performance and career development reviews
- We supported marginalised communities by sourcing year-end corporate gifts from The Asli Co., benefiting Orang Asli mothers in Malaysia

Governance and Ethical Practices

Strong governance underpins our sustainability efforts. In 2024:

- We achieved zero incidents of corruption and customer data breaches
- Our whistle-blowing policy and robust internal controls ensure transparency and accountability
- We remained committed to responsible sourcing and ethical business practices, building trust with all stakeholders

Looking Ahead

While we recognise the challenges faced by SMEs, our experience shows that collaboration, innovation, and a clear sense of purpose can drive meaningful change. We remain committed to setting clear goals, measuring progress, and sharing our sustainability journey openly. Our hope is to inspire other SMEs to join us in building a more sustainable logistics industry and a healthier planet for future generations.

On behalf of WYN2000, I would like to thank our employees, partners, and stakeholders for their ongoing support and engagement. Together, we are charting a greener course and catalysing positive change.

Calvin Teoh (Mr)
Executive Director and Acting Sustainability Team Lead
WYN2000 Transport & Container Services Pte Ltd
WYN2000 Logistics Pte Ltd

¹

As of the creation date of this report, Karen Yeap has retired from her role as Executive Director in FY 2025. She held the position through FY 2024. As of FY 2025, Calvin Teoh serves as Executive Director and Acting Sustainability Team Lead.

WYN2000 Transport & Container Services Pte Ltd

Honouring Our Past, Embracing Our Future

(GRI 2-1)

In 1999...

WYN2000 commenced its journey as two modest, family-owned companies:

- WYN2000 Transport & Container Services Pte Ltd, and
- WYN2000 Logistics Pte Ltd.

In 2011...

Teambuild Group acquired WYN2000 to expand its presence in the logistics and transportation industry.

Faced by a competitive logistics landscape, WYN2000 had to transform and venture beyond its existing logistics solutions into diverse segments of the industry's supply chain. This was achievable due to our dedication to progress, substantial investments in fixed assets, human resources, security, and innovative solutions.

Our “One-Stop Customised Solution” has solidified WYN2000's position as a favoured and dependable transportation and logistics partner in Singapore for both SMEs and MNCs.

Following the acquisition in 2011, WYN2000 has increased its warehouse capacity by 3.5 times through the purchase of a warehousing building and the leasing of two additional warehouses, meeting the growing demands and diverse needs of its customers.



WYN2000 has evolved into a specialised third-party logistics (3PL) provider, delivering tailored transportation and warehousing solutions in Singapore. We take great pride in offering comprehensive and impactful solutions to our valued customers. By extending our services throughout various stages of the supply chain, we have become the preferred logistics partner in Singapore.

Our honesty and reliability have been consistently demonstrated in every business transaction we undertake.

Membership & Certifications

(GRI 2-28)

As we move forward to embrace the dynamic shifts in the green economy, we recognise the need to have access to reliable networks to keep abreast of sustainability developments in the logistics industry. To meet this challenge, we have forged alliances with industry colleagues, domain experts and governmental agencies through membership in industry-based associations. Additionally, we also attain certifications from select governmental schemes and global standards to learn from best practices (see Fig. 1 Memberships and Certifications).



Fig. 1: Memberships & Certifications



Organisational Structure & Oversight in Managing Impacts

Organisational Structure

(GRI 2-9)

In 2024, WYN2000 was helmed by its CEO, Ms. Karen Yeap. She was supported by the organisation’s Chief Financial Officer (CFO), Mr Calvin Teoh; and Senior Manager of Strategic Operations, Mr Stanley Lim. (see Fig. 2 WYN2000 Organisational Chart).

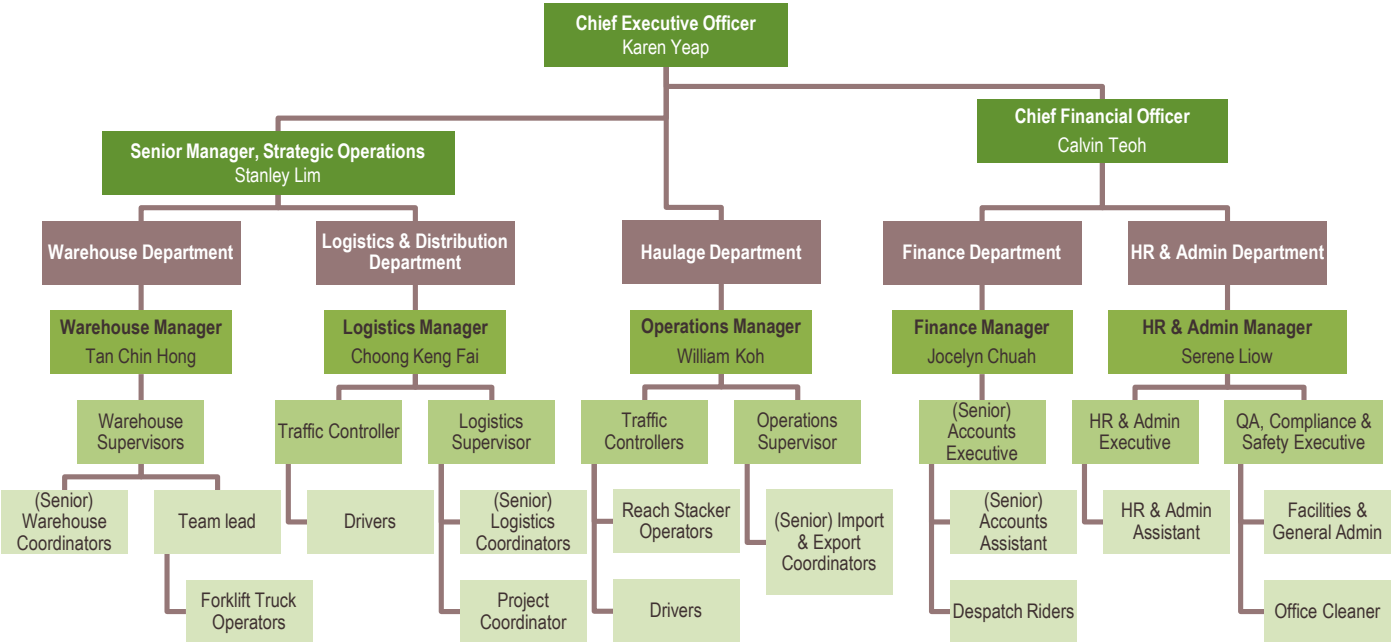


Fig. 2: WYN2000 Organisational Chart

Oversight in Managing Impacts

(GRI 2-12, 2-13, 2-14)

Championed by the CEO and CFO, the sustainability journey at WYN2000 began with the formation of the Sustainability Committee (SC) in FY 2023. The purpose of the SC is to oversee the identification and development of ESG-related policies, processes and practices within the organisation (see Fig. 3 Sustainability Committee Organisational Chart).

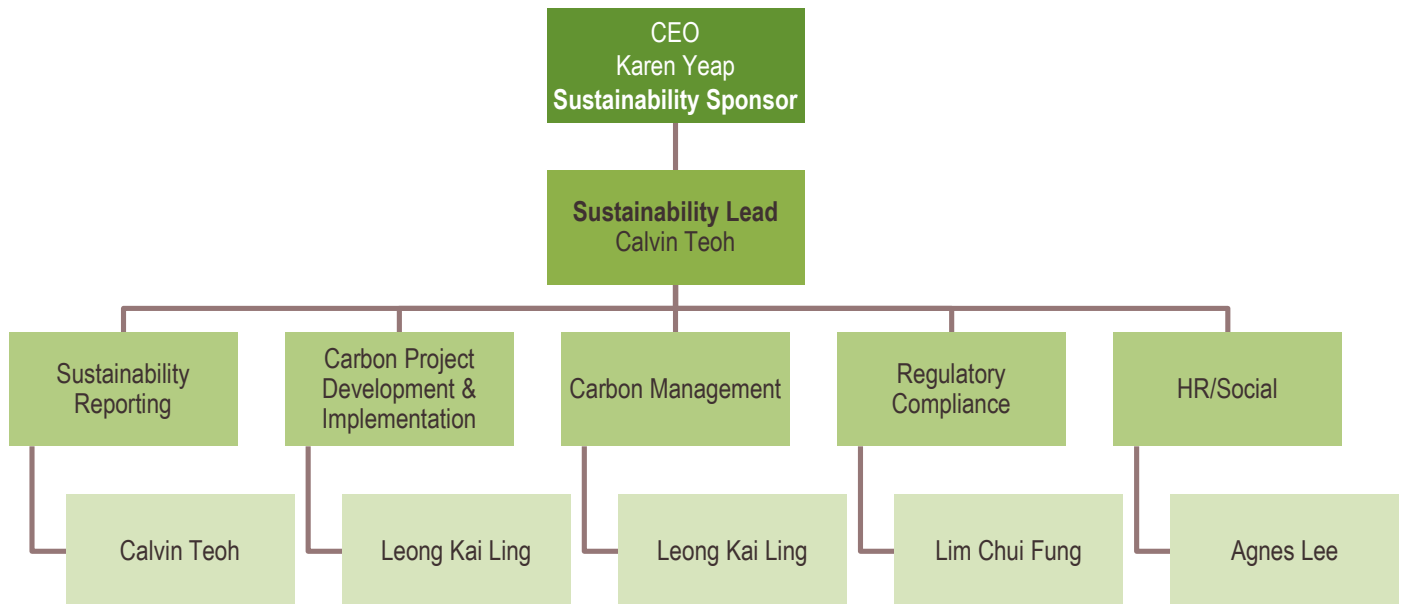


Fig. 3: Sustainability Committee Organisational Chart

As the Sustainability Sponsor for WYN2000, the CEO holds the responsibilities of crafting strategic directions for the sustainability strategy, scheduling structured periodic meetings to ensure focus and alignment with sustainability objectives, formalising the roles and responsibilities and mandating the Sustainability Committee. Together with the Sustainability Lead, the Sustainability Sponsor approves the proposed plans of the SC to embed sustainability-related policy decisions into the organisation's policies, processes and procedures.

Core Values, Strategy &

Focus

(GRI 2-22)

Core Values

The core values of WYN2000 are integrity, innovation, and sustainability. These values guide our actions to make a meaningful impact through the decisions we make. To steer us in the right direction, we formulated our first sustainability strategy in 2023, integrating environmental and social priorities as part of our business evolution. Additionally, we also aligned ESG practices with two key reporting frameworks – GRI and SASB – to ensure compatibility with global sustainability standards.

Strategy

Our sustainability strategy is underpinned by the following guiding principles in Table 2:

Managing Our Business Responsibly	Integrate ESG criteria into our overall governance, risk management, business strategy and priorities
Empowering Our Customers	Provide inclusive and responsible access to sustainable solutions
Protecting Our Planet	Accelerate our actions to address the impact of climate change while driving resource efficiency
Creating Possibilities for Our Communities	Empower and create possibilities for our communities

Table 2: Guiding Principles for Sustainability Strategy

Focus

Our employees are our primary focus. We strive for organisational excellence, empowering our employees to reach their full potential. To this end, we focus on the following actions:

- Accelerate positive stakeholder impact through increased awareness of our ESG strategy,
- Foster deeper cross-functional engagement,
- Integrate ESG principles throughout our business, and
- Set achievable targets to measure progress.

Additionally, the logistics industry is also our focus. We acknowledge that the delivery and transportation industry is a significant contributor to worldwide greenhouse gas emissions. As members of this industry, we will play our part by committing to operate more sustainably and to prioritise sustainability in all aspects of our work.

Risks and Opportunities

(GRI 201-2)

While we remain mindful of our duty to mitigate and prevent negative impacts, we maintain a forward-looking posture to be resilient and competitive in the market we operate. As such, we have identified ESG-related Risks and Opportunities under the 3 key ESG pillars. The details can be found in each of the sections under “Environmental” (p. 17), “Social” (p. 22), and “Governance” (p. 28).

As for climate-related risks, we have identified five risk areas and the associative risk descriptions and mitigation management approaches. They are as follows in Table 3:

Risk Area	Risk Description	Mitigation Management
Supply Chain Resilience	Disrupting supply chain	Regular risk assessments and diversification of suppliers
Operational Costs	Rising energy costs due to climate impacts/carbon tax, e.g. prolonged heat waves	Investment in energy-efficient technology, monitoring consumption and exploring renewable sources
Regulatory Compliance	Evolving environmental regulations	Stay informed, conduct compliance audits and adjust practices to align with standards
Physical Infrastructure vulnerability	Flooding due to prolonged heavy torrential rain and rising sea levels	Regular maintenance and cleaning of drainage infrastructure in the facilities Ensure drains and gutters are free of blockage
Reputation and Brand Risk	Reputational damage due to perceived inadequate efforts in reducing our carbon footprint or unsustainable sourcing practices	Prioritise transparent communication, engage stakeholders and invest in sustainable initiatives

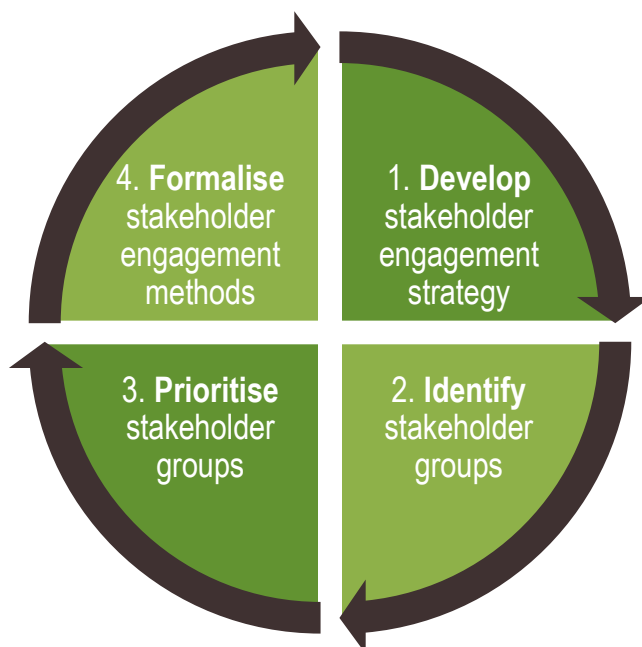
Table 3: Climate-related Risks and Mitigation Management

Stakeholder Engagement

(GRI 2-29)

Our stakeholders have played a crucial role in sustaining the company's long-term success since its inception. Considering the urgency of the global climate crisis that demands our collective response, we aim to build stronger relationships with our stakeholders and gain valuable insights to improve our sustainability performance through their feedback. Their insights will enable us to make informed decisions that will benefit all our stakeholders.

We continue to focus on engaging with stakeholders on high-priority issues and have implemented a systematic process to engage our stakeholders more effectively. This will be in four stages:



1. Development of a stakeholder engagement strategy
2. Identification of stakeholder groups
3. Prioritisation of stakeholder groups with a two-factor consideration: salience and impact
4. Formalisation of engagement methods to include face-to-face meetings, surveys and digital channels such as email distribution and website interaction

To realise our commitment to evolving an active stakeholder engagement approach, purpose-driven detailed action plans are approved to take us forward strategically (see Table 4 Stakeholder Engagement Model):

Stakeholder	Aims	Frequency & Engagement Platform	Topic of Interest
Customers	Understand needs and identify opportunities to improve the quality and variety of products and services	Bi-annual engagements through various digital communication channels	Quality and variety of products and services
	Improve service quality and customer satisfaction scores to maintain customer confidence	Annual customer feedback surveys	End-to-end customer journey
Suppliers & Partners	Maintain regular engagement to ensure smooth operations in the supply chain	Bi-annual meetings	Suppliers' performance and practices
	Act on customer feedback impacted by supply chain concerns to optimise customer satisfaction		Timely Payment and Fair Contract
	Develop waste management strategies that balance sustainability needs and operational constraints		Operational concerns Suppliers' waste management strategies and data collection
Employees	Foster a strong Workplace Safety & Health (WSH) mindset and culture	Quarterly meetings, feedback and town hall sessions	Workplace health and safety
	Engage employees on relevant topics to ensure the safety of employees and alignment with the company's goals (e.g., sustainability awareness)	Annual employee surveys	Career planning and development schemes
	Provide opportunities for personal development and career growth	Internal communications activities	Employee policies, well-being, welfare, and activities
		Engagement sessions (e.g., Safety and Security Week)	
		Employee handbook	

Table 4: Stakeholder Engagement Model

Accounting for Material Impacts

Materiality Assessment

(GRI 3-1)

For the inaugural sustainability report, a Materiality Assessment was conducted from 14 November to 24 November 2023. Participants across 5 stakeholder groups were invited to respond to our surveys. 22 responses were received across all categories to aid the Sustainability Committee in determining and prioritising topics that are material to our key stakeholders (see Fig. 4 Stakeholder Engagement Responses by Count).

Stakeholders Participation

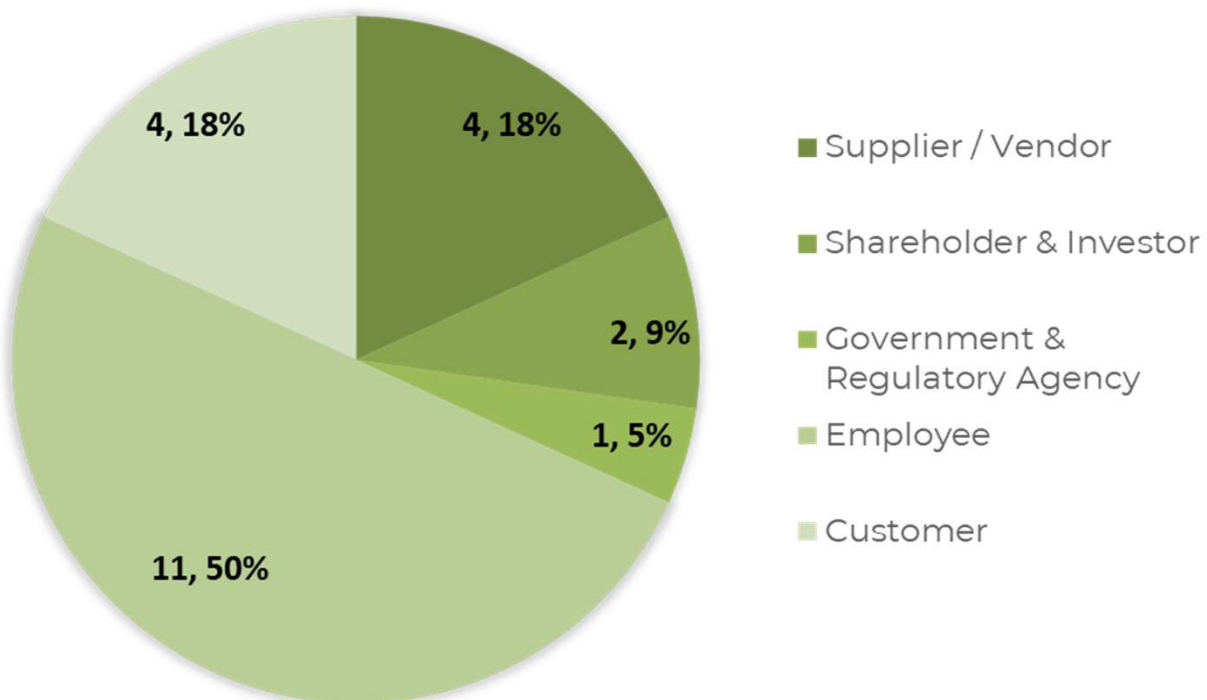


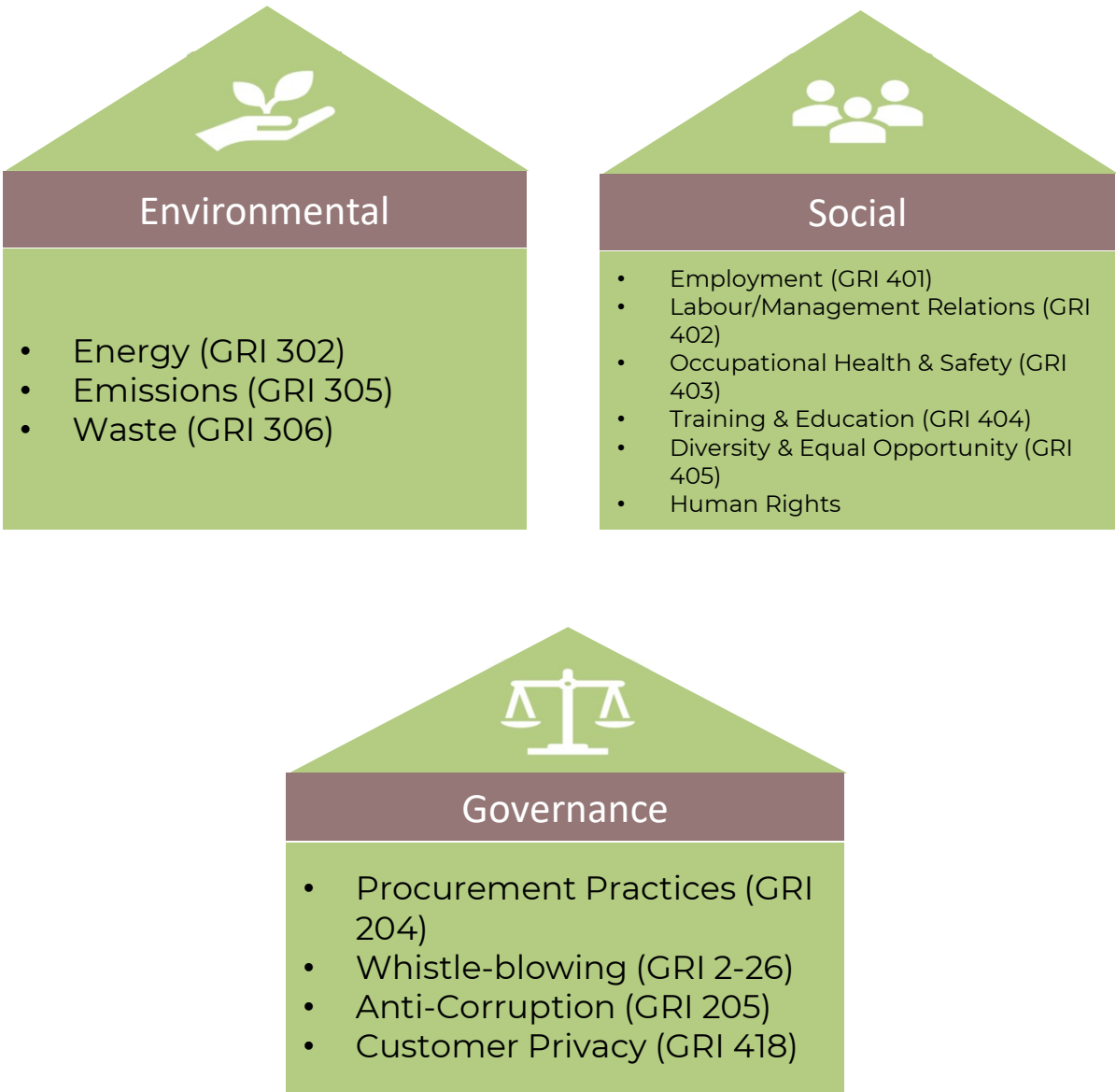
Fig. 4: Stakeholder Engagement Responses by Count

Material Topics

(GRI 3-2)

Simultaneously, we consulted both the Sustainability Accounting Standards Board (SASB) standards as well as industry opinions from the logistics sector to identify 12 material topics. Out of the 14 identified topics, 6 topics were indexed in the “Sustainability: For Logistics Enterprises In Singapore” playbook, released by the Singapore Logistics Association and Enterprise Singapore in February 2024.

The final list of 12 material topics prioritised as paramount and reported in this sustainability report is:



Environmental

(GRI 3-3)

At WYN2000, we work actively towards reducing our carbon footprint. To align ourselves with the 2030 Singapore Green Plan and Net-Zero 2050, we have taken the initial steps to start tracking our environmental data. This includes carbon emissions across transportation, warehousing, and administrative activities, through Scope 1 & 2 and selected categories of Scope 3 emissions.

Our sustainability team creates and continuously finetunes the environmental policies, integrating environmental considerations into our operations by engaging with our employees and partners to increase awareness and set achievable targets. We aim to continually track and record our energy, manage different waste streams and integrate circular strategies and changes in our daily operations.

Risks and Opportunities

(GRI 201-2)

Environmental	Risk	Opportunity
Carbon Emissions and Energy Consumption	Rising energy costs increase operation costs due to global and regulatory pressures	Adopt route optimisation technologies
	Unsuccessful investments in new energy reduction technologies	Upgrade to energy-efficient lighting in warehouses and renewable energy sources to power facilities
		Invest in electric or hybrid vehicles
		Explore biofuels to reduce emissions.
Waste Management	Inadequate disposal practices impacting the local environment.	Implement a comprehensive waste management strategy, helping clients to ensure proper end-of-life management for their packing waste
	Regulatory pressure on packing use and disposal	Explore recyclable packaging materials or reusing materials

Table 5: Environmental-related Risks and Opportunities

Initiative: Clean-Up Drive at East Coast Park

(GRI 3-3)

As part of our ongoing environmental initiatives under WYN2000's sustainability efforts, we organized a Clean-Up Drive at East Coast Park on 17 August 2024.

This clean-up drive marks WYN2000's maiden sustainability initiative — aimed at promoting environmental stewardship by raising awareness of the importance of reducing litter, protecting marine life, and keeping our shared public spaces clean.

The event saw an encouraging turnout of 28 participants, comprising our staff as well as their family members and friends.

Together, the volunteers collected approximately 168 kg of litter along the beach and park areas.

Beyond its immediate impact on the environment, this initiative also strengthened the sense of teamwork and social responsibility among our participants, reinforcing our company's commitment to sustainability and community engagement.



Achievements and Targets

(GRI 2-22)

Topics	FY2024	Targets FY2025
Emissions & Energy Consumption	Lowered our emissions intensity per employee by 14.6%	Monitor and identify hotspots that contribute towards emissions and energy consumption Develop strategies to reduce emissions and energy consumption Set data-driven reduction targets
Waste Management	Conducted initial comprehensive tracking of waste	Monitor and identify hotspots that contribute towards waste generation
	Introduced recycling bins around our premises	Develop waste management strategies Set data-driven reduction targets

Table 6: Environmental-related Achievements and Targets

Energy

(GRI 302-1)

To establish our current energy consumption, we recorded energy consumption within the organisation. Our total energy consumption within the organisation is 398,855 kWh. We aim to reduce electricity consumption by 5% at the end of FY 2025.

Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, by fuel types used:

Fuel types used from non-renewable sources	Unit of Measure (joules, watt-hours or multiples)	Total fuel consumption per type
Diesel	litres	971,355

Total electricity consumption:

Unit of Measure (joules, watt-hours or multiples)	Total electricity consumption
kWh	398,855

Emissions

(GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4)

We measured our GHG emissions through Scope 1 and Scope 2. Being a logistics company, Scope 1 proved to be the highest contributor to our total emissions. Recognising this, we are taking action to reduce emissions in viable aspects of our operations progressively.

Our GHG emissions (Scope 1 & Scope 2) intensity ratio is 26.19 mtCO₂e per employee and 0.122 mtCO₂e per m². We are aiming for a 5% reduction in emissions at the end of FY 2025.

GHG emissions (Scope 1 & Scope 2) intensity ratios for the organisation:

Intensity Metrics	Intensity Ratios
Number of employees	26.19 mtCO ₂ e per employee
Gross Floor Area	0.122 mtCO ₂ e per m ²

Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent:

Gross Emissions (mtCO ₂ e)	Description
2585.31	Transportation with company-owned vehicles

Indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent:

Gross Emissions (mtCO ₂ e)	Description
164.33	Electricity from the national grid

Summary of Scope 1 and 2 Emissions

Types of GHG Emissions	Gross Emissions (mtCO ₂ e)
Direct (Scope 1)	2585.31
Energy Indirect (Scope 2)	164.33
Total (Scope 1 & 2)	2749.64

Waste

(GRI 306-3)

As we have identified waste as a material topic, we took our first steps to measure our total waste output. While logistics companies have no control over the primary packaging of products belonging to our customers, we started by looking at secondary and tertiary packaging.

Our total weight of waste generated in 2024 was 148.43 metric tons.

Breakdown of total waste generated by composition of the waste:

Waste composition	Metric Tons
General Waste	148.43

Social

(GRI 3-3)

We treat our employees as an integral part of our long-term success. Our social pillar primarily revolves around our employees.

We want to empower our employees to reach their full potential through training opportunities. Under the guidance of a Senior Industry Transformation Advisor deployed under the Jobs Development Partner Programme by the Singapore Business Federation, in partnership with the Singapore Logistics Association, we have a series of training and career transformation programmes to prepare our team for the future.



Initiative: Purchasing Year-End Gifts from the Orang Asli in Malaysia

(GRI 413)

As part of our social sustainability efforts, we sourced our 2024 year-end corporate gifts from The Asli Co., a company that works to improve the livelihood of Orang Asli mothers and their families in Malaysia. They provide job opportunities for these mothers to earn income from home.

Orang Asli mothers have little opportunity to work when raising their young children at home, a major reason for their poverty, which in turn, leads to their children dropping out of school.

The Asli Co. trains and equips Orang Asli mothers with skills to make handicrafts and products to sell. Starter kits and materials are provided so that they can easily work from home. The upfront income from their crafts helps keep their children in school. Purchasing these handmade products supports The Asli Co. and these families – a worthy cause – reinforcing our commitment to making a positive social impact.

Through this activity, we have not only provided meaningful gifts for our stakeholders but also made a positive social impact. The purchases have helped to sustain local craftsmanship and cultural heritage as well as strengthen our commitment to responsible sourcing. This initiative demonstrates how corporate gifting extends beyond tradition to create long-term value for marginalized communities.



Risks and Opportunities

(GRI 401, 403, 404)

Social	Risk	Opportunity
Employee Well-Being	Employee disengagement and dissatisfaction leading to high turnover rates or low productivity	Prioritise fair labour practices
Training & Education		Focus on the physical and mental well-being of employees
Labour Management	Employees lacking the required skills	Support career development and skills advancement
		Formalise flexible work arrangements, contributing to Singapore's focus on a supported work-life balance
		Attract and retain talent with supportive employment practices
Occupational Health & Safety	Fatigue due to overtime exceeding the maximum of 72 hours in a month as per Singapore's Ministry of Manpower (MOM) guidelines in mitigating fatigue	Establish a healthy and safe work environment free of fatalities and injuries
		<i>Ensuring the health and safety of employees is critical in the logistics sector as companies may be held legally liable if there are injuries or fatalities at work.</i>

Table 7: Social-related Risks and Opportunities

Sustainability Achievements and Targets

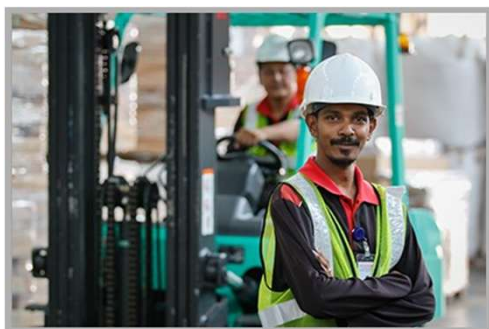
(GRI 2-22)

Topics	FY2024	Targets FY2025
Occupational Health & Safety (OHS)	Achieved zero Work-related fatalities	Maintain zero work-related fatalities
	Implemented proper recording of work-related injuries	Formalise a Safety Committee to manage all OHS policies, processes and procedures
		Maintain the practice of recording work-related injuries
Diversity & Opportunity	30% Women representation in senior management	Maintain 30% women representation in senior management

Table 8: Social-related Achievements and Targets

Occupational Health & Safety

(GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-9, 403-10)



WYN2000 is ISO 45001, bizSafe Star and ISO 9001 certified. We published and made available our Occupational Health & Safety, Quality and Security Policies, as well as our Hazard Identification, Risk Assessment and Determining Controls system to our employees.

The OHS Team attend external specialised training on OHS. In turn, the team is responsible for conducting briefings and training for the other employees on OHS. These sessions are mandatory for all employees and are carried out regularly. The system of policies and processes aims to provide a safe and healthy working environment for all employees, sub-contractors, visitors, and suppliers; thereby promoting safety consciousness in the workplace.

Equipment and materials are regularly inspected and maintained to prevent injuries and minimize health risks associated with inadequate care.

Going forward, we will focus on forming a dedicated Safety Committee to formalise all processes for an effective workflow. Policies and procedures will continue to be reviewed and signed off by our CEO. Communication and training will be attended by 100% of our employees. Proper reporting of incidents will continue, and procedures for resolving each incident will be documented. Our commitment towards zero fatalities will always be our priority.

The health of our employees is also of paramount importance to us. All confirmed employees will be encouraged to perform health screening every 2 years. This is reimbursed by the company. Employees' outpatient treatment costs are also borne by the company. The company will also bear the cost if employees choose to seek Traditional Chinese Medicine treatment.

We have reported one workplace-related injury in 2024. These incidents foreground the importance of cultivating a culture of safety awareness. In these instances, the message of safe work procedures and practices was reinforced with the affected employees. No work-related fatalities were reported. We strive to maintain zero work-related illnesses, fatalities and injuries in the coming years.

Employment, Diversity and Opportunity

(GRI 2-7, 401-1, 405-1)



Since 2022, WYN2000 has implemented the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) Age-Friendly Recruitment and Selection Policy. WYN2000’s recruitment objective is to ensure the recruitment of competent and efficient employees who align with the Company’s vision and contribute to its goals.

Recruitment selection is carried out solely based on the prospective employee’s merits, such as academic qualifications, professional/technical competencies, skill set, relevant work experience, and ability to perform the job. Age and other selection criteria that are not job-related are deemed discriminatory and will not be used as a basis for hiring decision.

Number of Employees Hired in FY2024

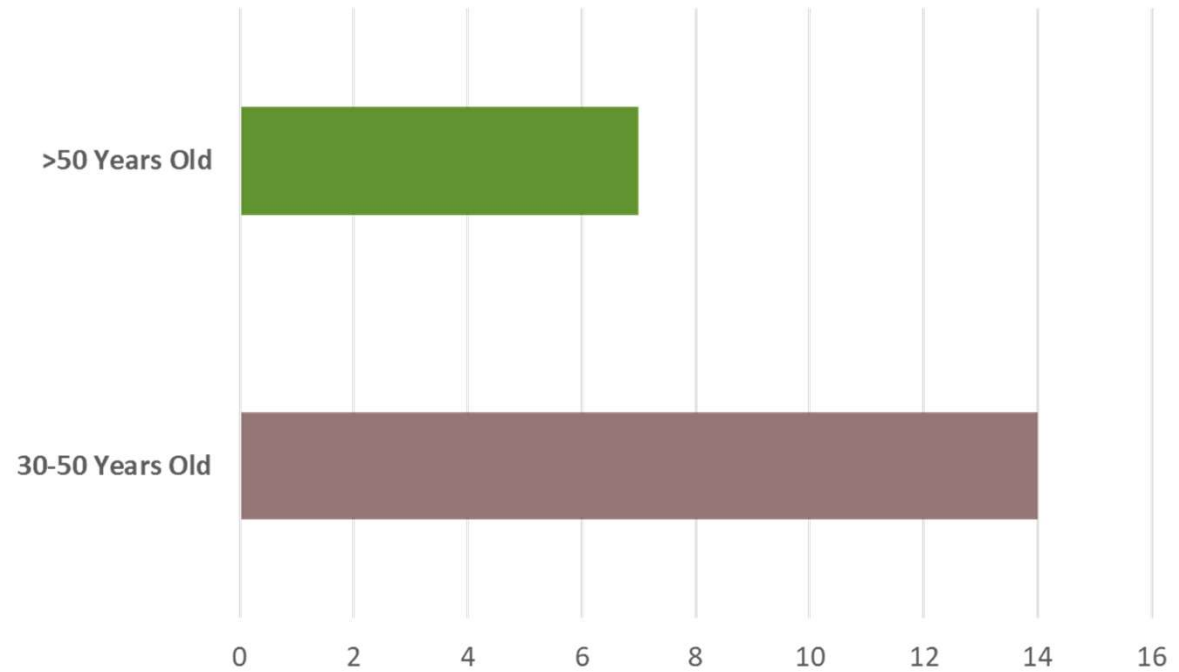


Fig. 5: Age of Employees Hired in FY2024

Training & Education

(GRI 404-1)

At WYN2000, we conduct in-house as well as arrange for external training courses for our employees whenever required. The average number of training hours per employee is 6.9 hours in FY 2024. All our employees participated in regular performance and career development reviews.

Moving forward, we will focus on OHS and sustainability training to ensure the team has adequate knowledge and skills to manage the requirements of bringing the business forward and weather the challenges posed by climate-related situations.

Total number of Employees	Total number of training hours	Average hours of training per Employee
105	727.5	6.9

Labour Management

(GRI 402-1)

At WYN2000, all decisions that have a direct impact on our employees are discussed judiciously within the management team. Thereafter, outcomes are communicated promptly to the affected employees through their direct supervisors or Head of Department(s) to enable employees to have sufficient time to respond adequately. Although this work practice is not currently documented, we intend to review this process to align with our intention to be above board in handling labour relations.

Human Rights

The notion of human rights is a salient ethos of our organisation. Human rights is demonstrated concretely in the way we approach the development of robust policies, processes and procedures holistically to protect the dignity and interest of our stakeholders. These include our employees, clients, vendors and suppliers, government agencies, industry partners, and the public.

Governance

(GRI 3-3)

Governance marks an integral pillar at WYN2000. To successfully integrate sustainability and ESG-related considerations into our daily operations, we have a robust governance structure in place. Governance is the underlying force that ensures the company operates smoothly. In the following sections, we highlight key mechanisms and policies we have in place and plan to introduce them soon.

Risks and Opportunities

(GRI 205, 418)

Topics	Risk	Opportunity
Ethical Business Practices	Non-compliance with laws relating to bribery, anti-corruption, fraud	Uphold and promote ethical business practices through robust governance frameworks, aligning with Singapore's reputation for business integrity
	Employees display of negative business ethics with clients, suppliers, and other stakeholders.	Build an ethical culture within the company as well as build trust amongst business partners, investors, and customers
Data Protection	Non-compliance with data protection laws, data leak or theft, operational disruptions	Gain competitive advantage by ensuring customer data is protected and building trust in the process.
	Low customer-trust levels may lead to loss of customers	
	Fines from data breaches	

Table 9: Governance-related Risks and Opportunities

Sustainability Achievements and Targets

(GRI 2-22)

Topics	FY2024	Targets FY2025
Ethical Business Practices	Achieved zero corruption incidents reported	Maintain zero incidence of corruption incidents
Privacy Protection	Achieved zero customer data breaches reported	Maintain zero incidence of customer data breach
	Upheld the highest standards of data protection including compliance with relevant laws	Strengthening compliance in data privacy protection both in the local and select foreign jurisdictions

Data Protection

(GRI 418-1)

Customer data is of utmost importance to WYN2000. WYN2000 Privacy Policy outlines how we handle Personal Data in accordance with the Singapore Personal Data Protection Act 2012 (No. 26 of 2012). It is made available on our website for our stakeholders to understand how we collect and utilise the data and seek consent for using and disclosing. We regularly review data management policies and practices to improve their standards.

In FY 2024, there were no incidents or data breaches, and no complaints were received from customers, external parties, or regulatory bodies.

Whistle-blowing policy

(GRI 2-26)

The whistle-blowing policy at WYN2000 sets guidelines for employees to understand what possible improprieties or wrongdoings they can raise concerns about. Every employee and Members of the public are encouraged to report concerns or offences via a whistle-blowing email, accessible only by the CEO.

In FY 2024, no concerns or offences were reported to the CEO.

Anti-corruption

(GRI 205-2)

WYN2000 takes a zero-tolerance approach to all forms of bribery, corruption and unethical behaviour.

There are policies in place with clear guidelines that clearly explain what is considered unacceptable gifts and entertainment from business engagements. These guidelines also cover gifting to potential clients and government officials. All employees are also encouraged to seek advice from management when in doubt and to declare any gifts exceeding SGD200.

WYN2000's Prevention of Bribery policy mandates that employees are prohibited from soliciting any gifts from suppliers/manufacturers or any persons with business dealings with WYN2000. These robust internal controls and good corporate governance are meant to mitigate corruption and bribery risks.

In FY 2024, there were zero incidents or cases related to corruption or bribery.

Procurement Practices

(GRI 204-1)

At WYN2000, we recognise the importance of responsible sourcing and are committed to developing a policy framework to embed ethical sourcing as a key procurement selection criterion. To this end, we have been focusing on collaborative partnerships with suppliers that have a local presence and embark on local sourcing whenever possible. Through this, we hope to share knowledge gained to support fellow SMEs who are on the same journey.

Statement of use

WYN2000 has reported the information cited in this GRI content index for the period 01 January 2024 - 31 December 2024 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

<i>GRI Standard</i>	<i>Disclosure</i>		<i>Page(s)</i>
GRI 2: General Disclosures 2021	2-1	Organizational details	7
	2-2	Entities included in the organization's sustainability reporting	4
	2-3	Reporting period, frequency and contact point	4
	2-5	External Assurance	4
	2-7	Employees	26
	2-9	Governance structure and composition	9
	2-12	Role of the highest governance body in overseeing the management of impacts	10
	2-13	Delegation of responsibility for managing impacts	10
	2-14	Role of the highest governance body in sustainability reporting	10
	2-22	Statement on sustainable development strategy	5-6, 11, 19, 24, 29
	2-26	Mechanisms for seeking advice and raising concerns	29
	2-28	Membership Associations	8
	2-29	Approach to stakeholder engagement	13-14

GRI CONTENT INDEX

GRI 3: Standard Requirements Disclosure	3-1	Process to determine material topics	15
	3-2	List of material topics	16
	3-3	Management of material topics	17, 22, 28
GRI 201: Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	12, 17
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	30
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	30
GRI 302: Energy 2016	302-1	Energy consumption within the organization	19
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	20
	305-2	Energy indirect (Scope 2) GHG emissions	20
	305-3	Other indirect (Scope 3) GHG emissions	20
	305-4	GHG emissions intensity	20
	306-3	Waste generated	21
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	26
GRI 402: Labour Management Relations 2018	402-1	Minimum notice periods regarding operational changes	27
GRI 403: Occupational Health & Safety	403-1	Occupational health and safety management system	25
	403-2	Hazard identification, risk assessment, and incident investigation	25
	403-4	Worker participation, consultation, and communication on occupational health and safety	25
	403-5	Worker training on occupational health and safety	25
	403-6	Promotion of worker health	25
	403-9	Work-related injuries	25
	403-10	Work-related ill health	25
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	27
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	26
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	29

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