

WYN2000 Transport & Container Services Pte Ltd

---

# Inaugural Sustainability Report Financial Year 2023

01 January 2023 - 31 December 2023

Charting a Greener Course:  
Catalysing Positive Change in  
the Logistics Industry

# WYN2000 TRANSPORT & CONTAINER SERVICES PTE LTD

200102930D  
Corporate Registration  
Number

21 Tuas Ave 9,  
WYN2000 Logistics Centre  
Address of principal executive offices

Singapore  
State of jurisdiction of incorporation

639196  
Postcode

2023  
Fiscal Year Ending

# TABLE OF CONTENTS

<u>CONTENT</u>	<u>PAGE</u>
About this Report	04
CEO Statement	05
WYN2000 Transport & Container Services Pte Ltd	08
Honouring Our Past and Embracing the Future	08
Organisation Structure & Oversight in Managing Impacts	10
Core Values, Strategy & Focus	14
Risks and Opportunities	15
Stakeholder Engagement	16
Accounting for Material Impacts	18
Materiality Assessment	18
Environmental	20
Social	24
Governance	29
GRI Content Index	32

# ABOUT THIS REPORT

## Reporting Period

(GRI 2-3)

This report covers WYN2000 Transport & Container Services Pte Ltd's sustainability performance from 1 January 2023 to 31 December 2023.

## 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:

WYN2000 Transport & Container Services Pte Ltd  
Address: 21 Tuas Ave 9, WYN2000 Logistics Centre,  
Singapore 639196

Tel: +65 6266 0566

Fax: +65 6266 0966

Website: <http://www.wyn2000.com.sg>

Email: [info@wyn2000.com.sg](mailto:info@wyn2000.com.sg)

# CEO Statement

(GRI 2-22)

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

At WYN2000, we believe that long-term success is inextricably linked to a commitment to environmental stewardship and social responsibility. To this end, this inaugural Sustainability Report marks a modest but significant first step in our journey towards building a more sustainable future.

## Driven by Values, Guided by Vision



As the Chief Executive Officer (CEO) of WYN2000, I have been emphasising the importance of integrating the topic of sustainability as part of our core mission. In particular, the tenets of upholding human rights, fair governance, and responsible environmental practices are close to my heart, and they align with WYN2000's values. To me, this calls for taking a long-term view to minimise environmental impact and ensure the well-being of future generations. As such, this report is a testament to our "walking the talk". To put it simply, I strongly believe that it begins with treating our employees and customers fairly, operating responsibly within judicial boundaries, and prioritising environmental and social responsibility alongside the agenda of profit optimisation.

## A Catalyst for Change

Sustainability is not just about the present. We envision our initiatives to generate the momentum to inspire and educate future generations of employees to become responsible stewards of the environment. While the size of WYN2000 may limit immediate large-scale environmental impact, we aim to catalyse positive change within the logistics industry. By collaborating with like-minded SMEs, we can collectively work towards a more sustainable future.

## Passion Meets Action

My passion for social responsibility is reflected in our commitment to fair treatment and equal opportunity for all employees, regardless of background. This translates into comprehensive HR policies and a culture of respect within WYN2000.

## Learning from Challenges, Embracing Collaboration

Navigating the path to sustainability comes with its challenges. As an SME, resource and time constraints are the realities we face. However, we are fortunate to have access to government grants and the support of sustainability consultants, propelling us forward in this journey. Our experience with working on collaborative chassis/job-sharing projects highlighted the potential of collective action within the industry. This experience reinforces our belief in the importance of collaboration to achieve impactful results when like-minded stakeholders are committed to collaboration & sustainability.

## Stakeholder Engagement for Success

We recognise the critical role of stakeholders, including customers, employees, and the wider community, in achieving our sustainability goals. We are committed to fostering open dialogue and understanding diverse perspectives. Collaborative decision-making, collaboration, and mutual growth are key to a successful and sustainable future for all.

## Innovation as a Driver of Progress

WYN2000 recognises that logistics, by nature of its operation and scope, contributes towards an increase in greenhouse gas emissions. As such, we are actively seeking innovative solutions to minimise our carbon footprint. Utilising platforms like MATCHBOX Exchange for container reuse serves as a prime example. It cuts the long waiting time at the depots, Our fleet becomes more productive as container turnaround time improves. This initiative aligns with my emphasis on integrating sustainability into our business operations. It not only reduces our environmental impact but also translates to cost savings through efficient fuel usage.

## Transparency and Accountability

Effective communication is paramount. Internally, we leverage on-the-ground leadership engagement, clear visual communication, and unambiguous KPI-sustainability goals connections to achieve buy-in and action among key stakeholder groups. Externally, we provide comprehensive communication materials and pursue international certifications to demonstrate our commitment to sustainability. Additionally, we believe that defining baselines, setting clear goals, utilising appropriate tools, and conducting regular audits and/or reviews are crucial to ensuring transparency and accountability in our business conduct.

## A Legacy of Responsibility

We aspire for WYN2000 to be recognised not only for our service but also for our commitment to environmental and social responsibility. This dedication will be a cornerstone of our legacy. Ultimately, we hope our efforts will kickstart a positive long-term impact, not just within the logistics industry but across the broader landscape.

## A Call to Action

WYN2000 believes that collective action is key to achieving impactful change. We hope to inspire other SMEs to join us in embracing sustainability practices. We envision a future where a collaborative ecosystem of responsible businesses contributes to a more sustainable logistics industry and a healthier planet.

This report is our public commitment to our ongoing journey towards a sustainable future. We welcome your feedback and look forward to collaborating with all stakeholders as we strive to build a better tomorrow.

**Karen Yeap (Ms.)**  
**Chief Executive Officer**  
**WYN2000 Transport & Container Services Pte Ltd**  
**WYN2000 Logistics Pte Ltd**

# WYN2000 Transport & Container Services Pte Ltd

## Honouring Our Past and Embracing the 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. Recognising the potential within the logistics and transportation industry for expansion, Teambuild Group acquired both firms in 2011.

Despite facing formidable competition from larger rivals, WYN2000 moved beyond offering basic delivery and port services; and ventured into diverse segments of the supply chain. This transformation was achievable due to our dedication to progress, substantial investments in fixed assets, human resources, security and innovative solutions.

With our “One-Stop Customised Solution”, WYN2000 has solidified our position as the favoured and dependable transportation and logistics partner in Singapore for both SMEs and MNCs.

Following the acquisition in 2011, WYN2000 has significantly increased our warehouse capacity by 3.5 times – a main warehousing building and 2 additional warehouses - to meet the growing demands and provide a broader range of warehouse facilities to meet the diverse needs of our customers.



Today, WYN2000 is a specialised third-party logistics (3PL) provider that delivers tailored transportation and warehousing solutions in Singapore. We take great pride in delivering 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 unwavering commitment to honesty and reliability has been tested and proven 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)

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

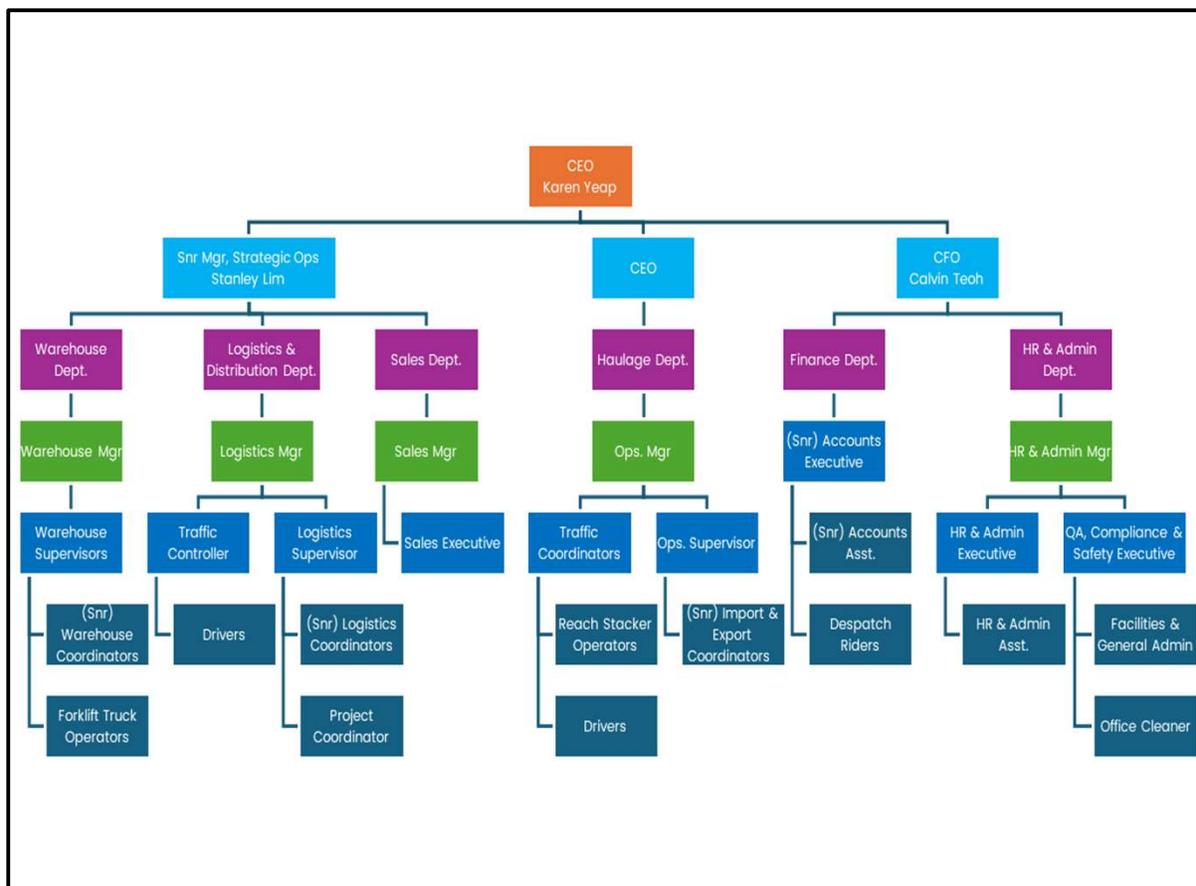


Fig. 2: WYN2000 Organisational Chart

## Oversight in Managing Impacts

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

*“Our management prioritises sustainability by integrating it into our operations and decision-making processes through setting clear sustainability goals, conducting regular assessments of our environmental and social impacts, and engaging stakeholders in sustainable practices.”*

**Calvin Teoh**  
**Chief Financial Officer**

Championed by the CEO and CFO, the sustainability journey at WYN2000 began with the formation of the Sustainability Committee (SC) in FY2023. 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).

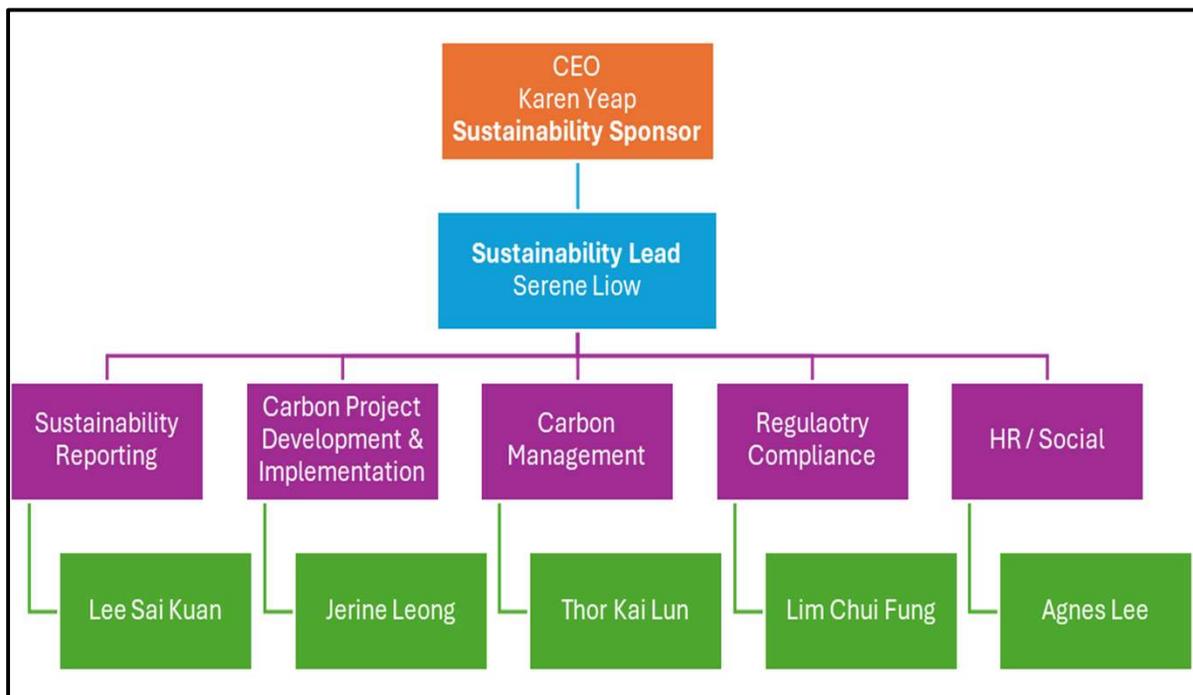


Fig. 3: Sustainability Committee Organisational Chart



With the setting up of the SC, the CEO, who also takes on the role of the Sustainability Sponsor in the SC, delegates the operational oversight of ESG matters to the committee. She first appointed the Head of HR and Administration, Ms. Serene Liow, as the Sustainability Lead. Next, specific roles and responsibilities (see Table 1 Roles & Responsibilities of the Sustainability Committee) were assigned to committee members who hold various functional roles in the organisation.

*“Our CEO is deeply committed to our sustainability goals and leads by example, setting a clear tone for prioritising sustainability in our operations and decision-making processes. This dedication serves as a guiding force, inspiring our management team and employees to integrate sustainability principles into every aspect of our organisation.”*

**Serene Liow**  
**HR and Admin Manager /**  
**Sustainability Lead**

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.

Roles	Responsibilities
<b>Sustainability Lead</b>	<ul style="list-style-type: none"> <li>• Develop the Company's Sustainability Roadmap / Strategy with various stakeholder groups</li> <li>• Ensure the company's compliance with all ESG-related regulatory and customer requirements</li> <li>• Develop, monitor and report sustainability metrics to achieve the company's sustainability goals and targets</li> <li>• Develop a sustainability awareness programme to raise awareness of sustainability best practices and ready workers to support the company's sustainability transformation</li> </ul>
<b>Governance</b>	<ul style="list-style-type: none"> <li>• Consolidate and prepare required carbon inventory/sustainability-related information for sustainability disclosure</li> <li>• Manage and oversee the conduct of relevant sustainability audit</li> <li>• Address and rectify non-compliance of sustainability-related incidents</li> <li>• Submit regulatory compliance reporting according to the requirements of the adopted reporting framework</li> </ul>
<b>Carbon Management</b>	<ul style="list-style-type: none"> <li>• Collect data for carbon inventory</li> <li>• Calculate and classify Scopes 1, 2 and 3 GHG emissions</li> <li>• Analyse emissions trends</li> <li>• Develop recommendations to manage emissions</li> </ul>
<b>Regulatory Compliance and Emission Reporting / Verification</b>	<ul style="list-style-type: none"> <li>• Develop and maintain a comprehensive sustainability reporting framework</li> <li>• Conduct data analysis and verification to ensure accuracy, completeness and consistency of sustainability performance metrics</li> <li>• Address and rectify non-compliance of sustainability-related incidents</li> <li>• Submit regulatory compliance reporting according to the requirements of the adopted reporting framework</li> </ul>
<b>Human Resource Management</b>	<ul style="list-style-type: none"> <li>• Develop a sustainability awareness programme that is in line with the company's sustainability policy</li> <li>• Analyse the potential impact of sustainability on the human resource management process and documentation</li> <li>• Develop and propose recommendations/solutions to address the impact areas in the human resource management process and documentation</li> <li>• Monitor, track and review the effectiveness of the updated human resource management process and documentation</li> </ul>

Table 1: Roles & Responsibilities of the Sustainability Committee

# 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 to integrate 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:

<b>Managing Our Business Responsibly</b>	Integrate ESG criteria into our overall governance, risk management, business strategy and priorities
<b>Empowering Our Customers</b>	Provide inclusive and responsible access to sustainable solutions
<b>Protecting Our Planet</b>	Accelerate our actions to address the impact of climate change while driving resource efficiency
<b>Creating Possibilities for Our Communities</b>	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 so that our employees are empowered 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 our focus too. We acknowledge that the delivery and transportation industry is a significant contributor to worldwide greenhouse gas emissions. As a member 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. 20), “Social” (p. 24), and “Governance” (p. 29).

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
<b>Supply Chain Resilience</b>	Disrupting supply chain	Regular risk assessments and diversification of suppliers
<b>Operational Costs</b>	Rising energy costs due to climate impacts/carbon tax, e.g. prolonged heatwaves	Investment in energy-efficient technology, monitoring consumption and exploring renewable sources
<b>Regulatory Compliance</b>	Evolving environmental regulations	Stay informed, conduct compliance audits and adjust practices to align with standards
<b>Physical Infrastructure vulnerability</b>	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
<b>Reputation and Brand Risk</b>	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

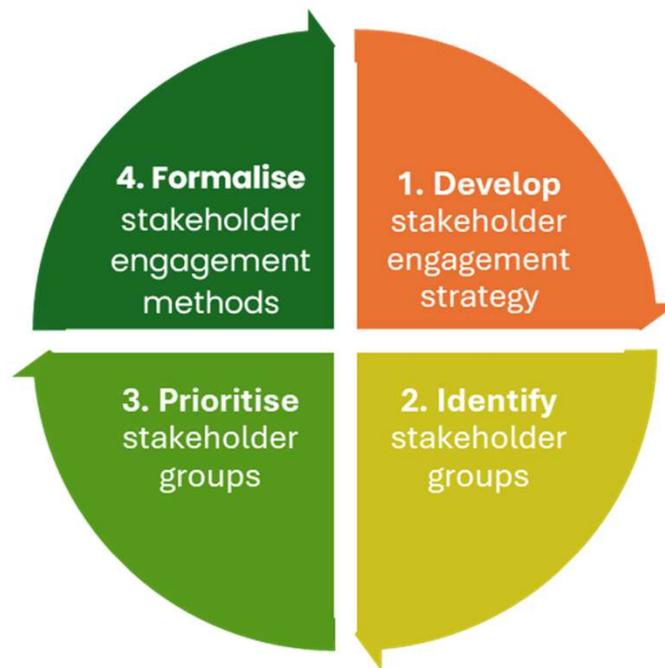
Table 3: Climate-related Risks and Mitigation Management

# Stakeholder Engagement

(GRI 2-29)

Our stakeholders have played a significant role in sustaining the long-term success of the company since the start of its journey. In light of 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.

While we continue to focus on engaging with stakeholders on high-priority issues, our concurrent emphasis in FY2023 is to put in place a systematic process to engage our stakeholders more robustly. 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
<b>Customers</b>	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
<b>Suppliers &amp; Partners</b>	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
<b>Employees</b>	Foster a strong Workplace Safety & Health (WSH) mindset and culture	Quarterly meetings, feedback and townhall 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

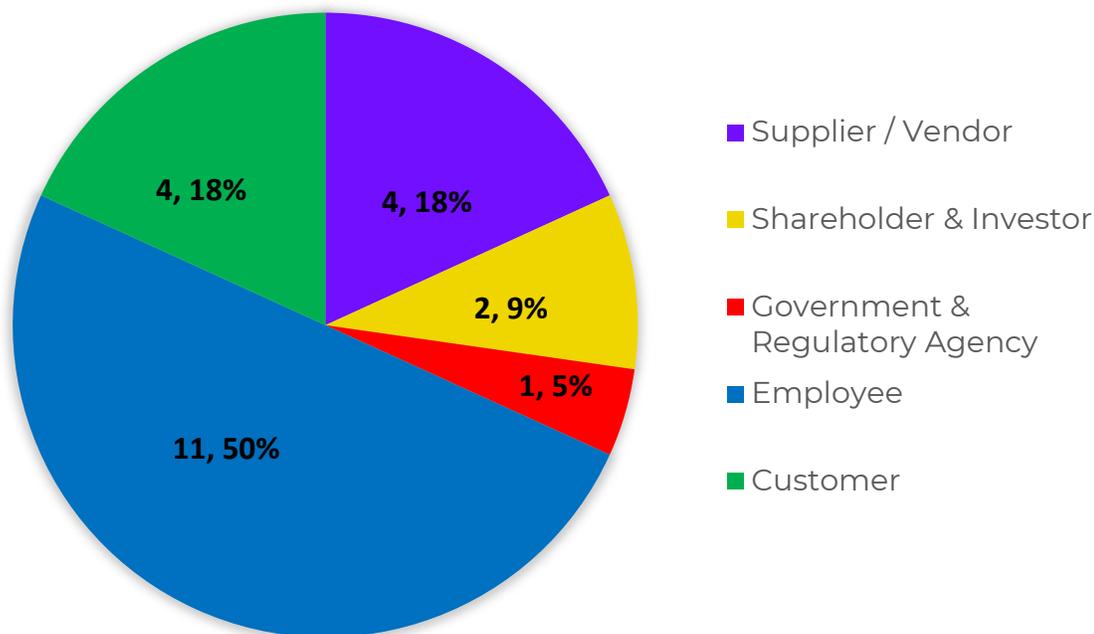


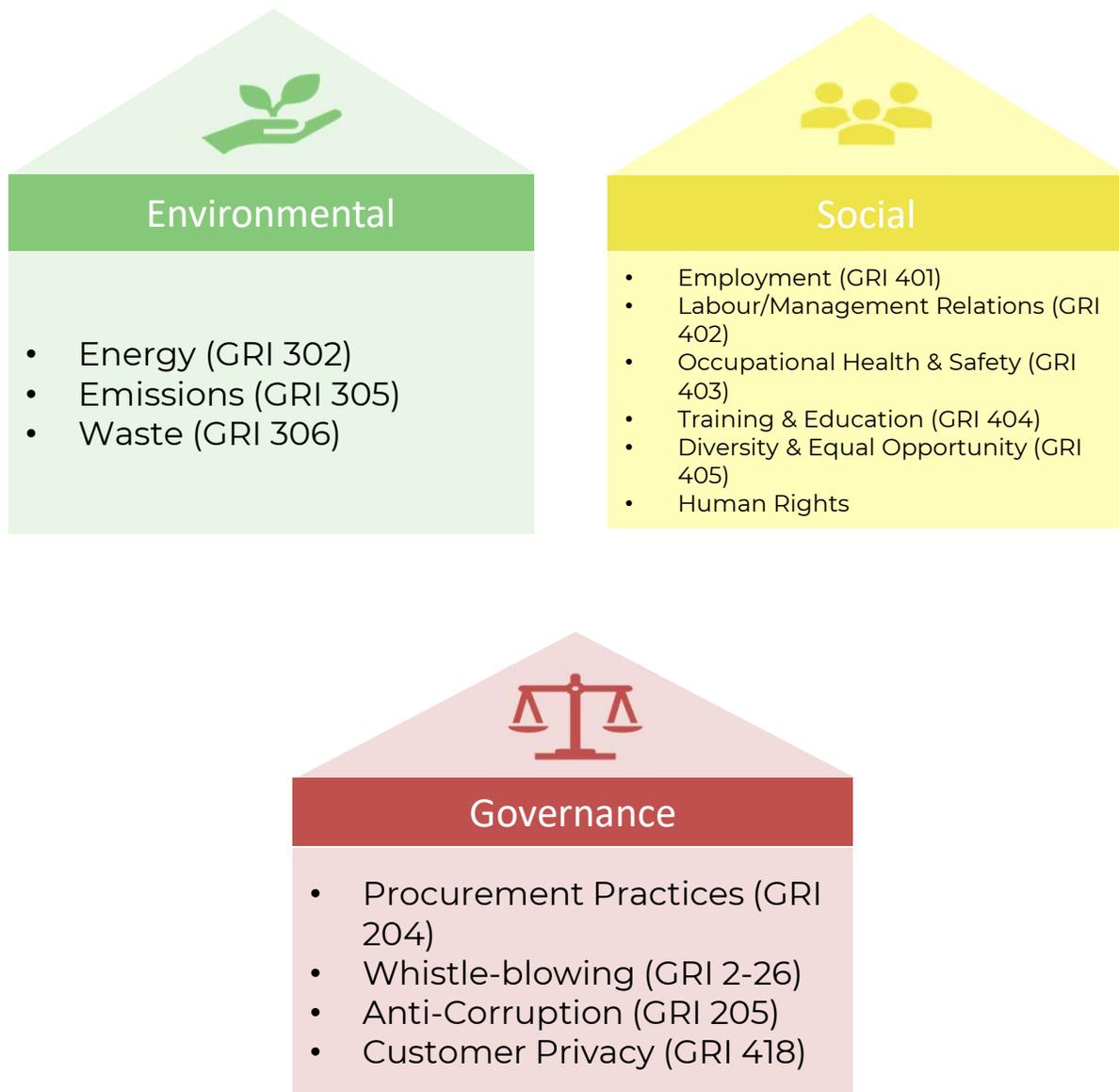
Fig. 4: Stakeholder Engagement Responses by Count

## 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
<b>Carbon Emissions and Energy Consumption</b>	Rising energy costs increase operation costs due to global and regulatory pressures	Adopt route optimising 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.
<b>Waste Management</b>	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

## Achievements and Targets

(GRI 2-22)

Topics	FY2023	Targets   FY2025
<b>Emissions &amp; Energy Consumption</b>	Completed initial comprehensive tracking of emissions and energy consumption	Monitor and identify hotspots that contribute towards emissions and energy consumption  Develop strategies to reduce emissions and energy consumption  Set data-driven reduction targets
<b>Waste Management</b>	Conducted initial comprehensive tracking of waste	Monitor and identify hotspots that contribute towards waste generation  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 350,808 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	974,676

Total electricity consumption:

Unit of Measure (joules, watt-hours or multiples)	Total electricity consumption
kWh	350,808

## Emissions

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

We measured our GHG emissions through Scope 1, Scope 2 and selected categories of Scope 3 emissions. We are looking into measuring more categories of Scope 3 emissions in the future. 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 intensity ratio is 30.67 Metric tons (t) CO<sub>2</sub>-e per employee and 0.131 Metric tons (t) CO<sub>2</sub>-e per gross floor area (Sq.m). We are aiming for a 5% reduction in emissions at the end of FY2025.

GHG emissions intensity ratios for the organisation:

Organisation-Specific Metric (the denominator)	Ratio	Description
Number of employees	30.67 Metric tons (t) CO <sub>2</sub> -e	Per Employee
Gross Floor Area	0.131 Metric tons (t) CO <sub>2</sub> -e	Per Square Metre

Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent:

Emissions (Metric tons (t) CO <sub>2</sub> -e)	Description
2585.87	Transportation with company-owned vehicles

Indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent:

Emissions (Metric tons (t) CO <sub>2</sub> -e)	Description
142.32	Electricity from the national grid

Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent:

Emissions (Metric tons (t) CO <sub>2</sub> -e)	Description
0	Air Transport
124.32	Land Transport
19.18	Water Consumption
72.22	Waste Disposal
215.72	Total Scope 3

## Summary of Scope 1, 2 and 3 Emissions

Types of GHG Emissions	Emissions (Metric tons (t) CO <sub>2</sub> -e)
Direct (Scope 1)	2585.87
Energy Indirect (Scope 2)	142.32
Other Indirect (Scope 3)	215.72
Total	2,943.91

## 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 a product, we started by looking at secondary and tertiary packaging and other waste produced such as engine oil used during maintenance.

Our total weight of waste generated was 128.64 metric tons.

Breakdown of total waste generated by composition of the waste:

Waste composition	Metric Tons	Description
General Waste	128.64	General waste

# 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.



## Risks and Opportunities

(GRI 201-2)

Social	Risk	Opportunity
<b>Employee Well-Being</b>  <b>Training &amp; Education</b>  <b>Labour Management</b>	Employee disengagement and dissatisfaction leading to high turnover rates or low productivity	Prioritise fair labour practices  Focus on the physical and mental well-being of employees
	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
<b>Occupational Health &amp; Safety</b>	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	FY2023	Targets   FY2025
<b>Occupational Health &amp; Safety (OHS)</b>	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
<b>Diversity &amp; Opportunity</b>	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 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 also inspected and maintained regularly to prevent injury and mitigate occasions of ill health due to lack of proper care.

In going forward, we will focus on the formation of 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 the resolution of each incident will be documented. Our commitment towards zero fatalities will always be our priority.

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

We have reported five outpatient workplace-related injuries. 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 respectively. Zero work-related fatalities and work-related ill health 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 put in place 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 qualification, professional/technical competency, skills set, related working 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.

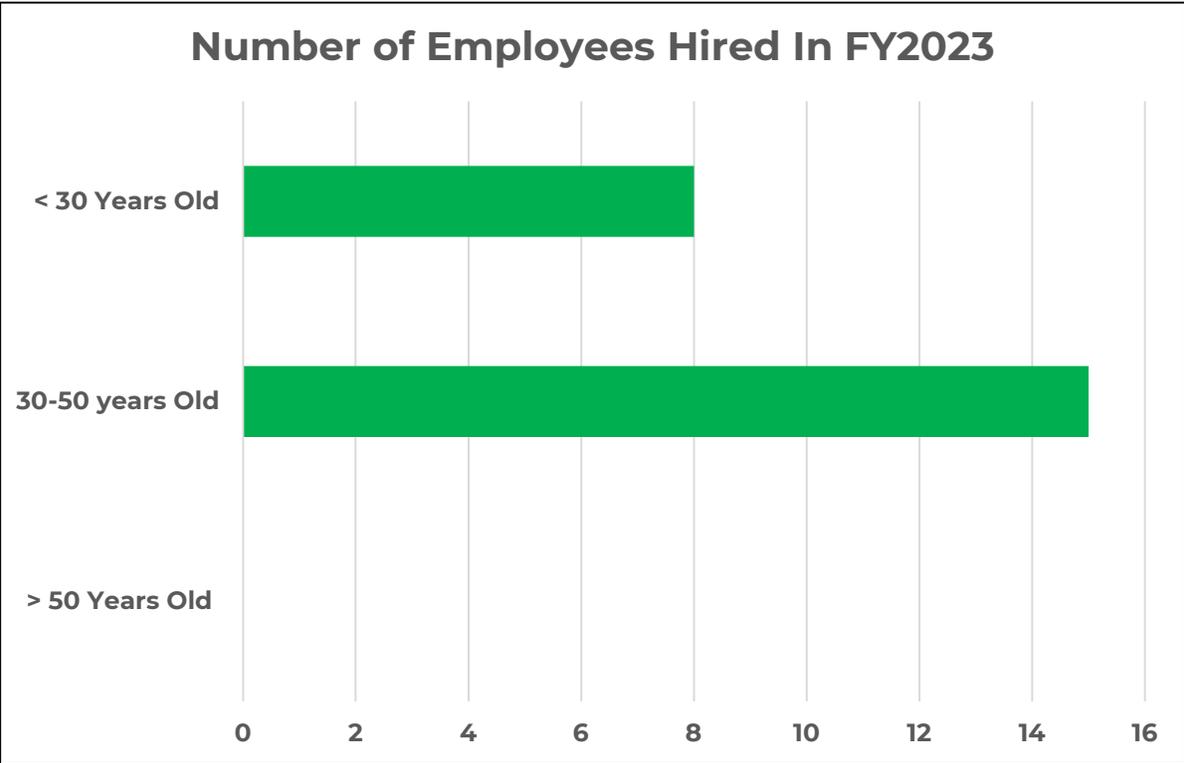


Fig. 5: Age of Employees Hired in FY2023

## 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 11.3 hrs in FY2023. 256 hours of training is dedicated to Compliance Training. 100% of 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 skillset 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
96	1083	11.3

## 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 the organisation. As foregrounded in our CEO Statement (p. 5), 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 as well as 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 that the company is operating 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 201-2)

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

Table 9: Governance-related Risks and Opportunities

## Sustainability Achievements and Targets

(GRI 2-22)

Topics	FY2023	Targets   FY2025
<b>Ethical Business Practices</b>	Achieved zero corruption incidents reported	Maintain zero incidence of corruption incidents
<b>Privacy Protection</b>	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

Table 10: Governance-related Achievements and Targets

## Data Protection

(GRI 418-1)

Customer data are of utmost importance to WYN2000. WYN2000 Privacy Policy describes how we manage Personal Data in compliance 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 its standards.

In FY2023, there were zero incidents or cases related to data breaches or complaints 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 are the possible improprieties or wrongdoings with which they can raise concerns. Every employee is encouraged to share concerns or offences directly with the CEO via a letterbox, accessible only by the CEO, in which employees can drop physical notes detailing the matter of concern based on the guidelines. Members of the public are also able to drop email or physical mail in letters, addressed 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, clearly explaining what are considered unacceptable gifts and entertainment from business engagement. Guidelines cover gifting to potential clients or government officials as well. All employees are also encouraged to seek advisement from management when in doubt and declare any quantum of gifts beyond 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 FY2023, 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 our procurement selection criteria. To this end, we intend to focus on collaborative partnerships with suppliers with 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.

# GRI CONTENT INDEX

## Statement of use

WYN2000 Transport & Container Services Pte Ltd has reported the information cited in this GRI content index for the period 01 January 2023 - 31 December 2023 with reference to the GRI Standards.

## GRI 1 used

GRI 1: Foundation 2021

<i>GRI Standard</i>	<i>Disclosure</i>		<i>Page(s)</i>
<b>GRI 2: General Disclosures 2021</b>	2-1	Organizational details	8
	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	27
	2-9	Governance structure and composition	10
	2-12	Role of the highest governance body in overseeing the management of impacts	11-13
	2-13	Delegation of responsibility for managing impacts	11-13
	2-14	Role of the highest governance body in sustainability reporting	11-13
	2-22	Statement on sustainable development strategy	5-7, 14, 21, 25, 30
	2-26	Mechanisms for seeking advice and raising concerns	30
	2-28	Membership Associations	9
	2-29	Approach to stakeholder engagement	16-17

# GRI CONTENT INDEX

<b>GRI 3: Standard Requirements Disclosure</b>	3-1	Process to determine material topics	18
	3-2	List of material topics	19
	3-3	Management of material topics	19, 24, 29
<b>GRI 201: Economic performance 2016</b>	201-2	Financial implications and other risks and opportunities due to climate change	15, 20, 29,
<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	31
<b>GRI 205: Anti-corruption 2016</b>	205-2	Communication and training about anti-corruption policies and procedures	31
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	22-23
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	22-23
	305-2	Energy indirect (Scope 2) GHG emissions	22-23
	305-3	Other indirect (Scope 3) GHG emissions	22-23
	305-4	GHG emissions intensity	22-23
	306-3	Waste generated	23
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	27
<b>GRI 402: Labour Management Relations 2018</b>	402-1	Minimum notice periods regarding operational changes	28
<b>GRI 403: Occupational Health &amp; Safety</b>	403-1	Occupational health and safety management system	26
	403-2	Hazard identification, risk assessment, and incident investigation	25
	403-4	Worker participation, consultation, and communication on occupational health and safety	26
	403-5	Worker training on occupational health and safety	26
	403-6	Promotion of worker health	26
	403-9	Work-related injuries	26
	403-10	Work-related ill health	26
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	27
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	27
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	30

# CONTACT

WYN2000 Transport &  
Container Services Pte Ltd  
Address: 21 Tuas Ave 9,  
WYN2000 Logistics Centre,  
Singapore 639196

<http://www.wyn2000.com.sg>

Email: [info@wyn2000.com.sg](mailto:info@wyn2000.com.sg)

T: +65 6266 0566

F: +65 6266 0966

---