About This Report

This is FCOT’s fifth consecutive Sustainability Report and it presents the Environmental, Social and Governance (ESG) practices, performances and initiatives in relation to FCOT and its properties for the period from 1 October 2018 to 30 September 2019.1

This report has been prepared in accordance with the standards prescribed by the Global Reporting Initiative (GRI) Standards: Core option and the sustainability reporting requirements of the SGX-ST Listing Manual (Rules 711A and 711B). All references to GRI in this Sustainability Report refer to the Global Reporting Initiative Standards: Core option.

Report Scope
This Sustainability Report discloses the activities and performances of the six properties (the Properties) owned by FCOT. The Properties are located in Singapore, Australia and the UK.

Employee-related information in this report refers solely to the employees of Frasers Commercial Asset Management Ltd (the Manager), the manager of FCOT.2 The Manager has general powers of management over the Properties, although the day-to-day management functions are generally undertaken by the property managers. The Manager works closely with the property managers to improve and enhance the operational efficiencies and environmental performances of the Properties and adopt good sustainability practices where possible.

The current property manager for Alexandra Technopark and China Square Central is Frasers Property Management Services Pte Ltd, while the current property managers for Central Park, 357 Collins Street and Farnborough Business Park are Jones Lang LaSalle (WA) Pty Ltd, Frasers Property Management Services Pty Ltd and Ashdown Phillips & Partners Limited, respectively. The current facilities manager for Caroline Chisholm Centre is BGIS Australia Pty Ltd.

We are committed to maintaining open and proactive communications with our stakeholders. All information in this Sustainability Report has been prepared in good faith and to the best of our knowledge.

Feedback
We are committed to listening to our stakeholders and warmly welcome any feedback that would help improve our sustainability efforts. Please direct your feedback to fcot@fraserproperty.com.

1 Unless otherwise stated.
2 FCOT does not have any employees and is managed by the Manager.
We strive to create a sustainable and responsible business by adopting business practices that are beneficial to our stakeholders and will positively impact the environment and community around us.

For the first time, in 2019, we participated in the GRESB Real Estate Assessment, which is a global ESG performance benchmark for listed and unlisted real estate companies and funds. We are pleased that FCOT achieved a rating of 4 stars out of the maximum 5 stars in the assessment and scored 82 points out of the maximum 100 points, outperforming the global average score of 72 points. In addition, FCOT was ranked 3rd among its peer group in Asia Pacific. FCOT also scored an ‘A’ for GRESB Public Disclosure, which measures material sustainability disclosures by listed real estate companies and REITs. These results and accolades attest to our ongoing commitment to integrate sustainability consciousness in the business and operations of FCOT.

The Properties have various green certifications and accolades, and we continued to make progress in our sustainability performance in FY2019. Average greenhouse gas emissions intensity improved by 11.0% year-on-year compared to FY2018. Employees of the Manager went through 929.1 hours of training in FY2019, which translated to an average of 46.5 hours per employee and exceeded the target of 40.0 hours per employee. During the financial year we also conducted a survey with internal and external stakeholders including employees, tenants and the investment community, to garner their views on ESG factors which are material to our business, operations and stakeholders.

The Board considers sustainability as an important part of FCOT’s long-term business strategies, and this includes, among other things, the management of the relevant ESG aspects in relation to FCOT and the Properties. Our approach is aligned with that of our sponsor, Frasers Property, where sustainability is anchored on the unifying idea of ‘Experience Matters’ which focuses on the ‘experience’ of customers and employees of the Frasers Property Group. Demonstrating our commitment towards sustainability, we have set targets to be achieved over the next 12 months for 10 material ESG factors.

FCOT’s sustainability efforts are supported by the Fraser Property’s Sustainability Steering Committee (SSC) and the Sustainability Working Committee (SWC). The SSC oversees the initiatives and strategies that drive sustainability and the SWC monitors sustainability performance, implements sustainability plans and maintains communications with various stakeholders.

FCOT is a constituent of two indices relating to sustainability, namely the iEdge Singapore ESG Leader and iEdge Singapore ESG Transparency indices. Sustainability will continue to be one of the key pillars in achieving our business aspirations and to deliver long-term growth to our Unitholders. We strive to achieve sustainable growth while managing our impacts on the environment and the communities that we operate in.

Board of Directors
Frasers Commercial Asset Management Ltd.
(manager of Frasers Commercial Trust)

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3 Peer group as defined by GRESB.
4 See page 80 for details.
5 Source: SGX sustainability indices as at 30 September 2019.
Managing Sustainability

Sustainability Governance

Our sustainability approach is aligned to that of Frasers Property’s. The SSC guides and drives the direction of the corporate sustainability agenda for the entire Frasers Property Group, including reviewing the sustainability priorities and performance of the Frasers Property Group. The SSC is chaired by the Group CEO, Mr. Panote Sirivadhanabhakdi, and comprises senior management staff of Frasers Property. The SWC consists of members from the senior and middle management of various business units, including employees of the Manager, and corporate functions across the Frasers Property Group. The SWC implements action plans approved by the SSC and monitors sustainability performance against key performance indicators. In addition, there is a Global Sustainability Taskforce assembled by the Frasers Property Group in FY2019 which is represented by all business units with an aim of establishing their sustainability action plans by leveraging on the sustainability knowledge of more experienced business units.

Stakeholder Engagement

We are committed to engaging our stakeholders regularly to, among other things, gain better understanding of their concerns and expectations. We engage the various stakeholders on a regular basis and these interactions facilitate continuous improvements in all areas of our operations.

We engage our stakeholders through various modes of engagement shown below.

<table>
<thead>
<tr>
<th>Key Stakeholders</th>
<th>Key Topics of Concern</th>
<th>Mode of Engagement</th>
<th>Frequency of Engagement and FY2019 Highlights</th>
</tr>
</thead>
</table>
| Tenants          | • Clean, safe and pleasant environment  
                   • Reliable and efficient buildings  
                   • Tenant engagement activities | • Tenant engagement programs  
                   • Joint community programs with tenants  
                   • Tenant surveys  
                   • Tenant meetings | • Throughout the year  
                   • Throughout the year |}

| Employees        | • Friendly and safe working environment  
                   • Fair and competitive employment policies  
                   • Staff development | • Performance appraisals  
                   • Team bonding activities  
                   • Orientation program for new staff  
                   • Communication via the Frasers Property intranet and Workplace  
                   • Training  
                   • Company and employee activities such as Annual Dinner & Dance, Family Day, sports events and fitness programmes | • Once a year  
                   • Throughout the year  
                   • Upon joining  
                   • Throughout the year |}

| Property managers | • Key performance indicators for the property managers  
                   • Operational performance of the properties | • Regular meetings and discussions  
                   • Emails and phone calls | • Throughout the year  
                   • Throughout the year |}

| Unitholders and investor community | • Sustainable distribution  
                   • Operational and financial performances  
                   • Business strategies and outlook  
                   • Timely and transparent reporting  
                   • Good corporate governance | • Local and overseas investor meetings, conferences, roadshows and property tours  
                   • Post-results briefings for analysts and investors  
                   • Annual General Meetings  
                   • Website, announcements, management presentations, press releases, webcasts of half-year and full-year results briefings | • Refer to Investor Relations on pages 40 to 42  
                   • At least twice a year  
                   • Once a year  
                   • Throughout the year |}

| Local community | • Build and nurture relationships with the wider community | • Social and community events and activities  
                   • Sustainability report | • Throughout the year  
                   • Once a year |}

| Regulators and industry bodies | • Government policies on SREITs or real estate sectors  
                   • Compliance with rules and regulations  
                   • Engagements with industry forums and trade associations | • Meetings, briefings and consultations  
                   • Industry conferences and seminars and memberships in industry bodies such as REITAS (FCOT is one of the pioneer members) | • Throughout the year  
                   • Throughout the year |
Materiality Assessment
The Manager conducted a materiality assessment to determine the ESG factors which had material impact to our business, operations and stakeholders when the inaugural GRI-compliant Sustainability Report was produced in FY2015. The first materiality assessment was conducted in FY2015 guided by GRI Reporting Principles and AA1000 Principles. We have since then continuously reviewed these material factors to ensure that they remain relevant. In FY2019, we conducted a survey with internal and external stakeholders to seek their views on these material ESG factors. Having reviewed the materiality assessment and taking into consideration the views obtained, we have concluded that these factors remain relevant to our business, operations and stakeholders.

This year, we have aligned our 10 material factors to the 13 focus areas under the three pillars within the Sustainability Framework, where relevant. We have also mapped our ESG performance to the United Nation's (UN) Sustainable Development Goals (SDGs) to reflect our contributions to the UN's global goals. For each focus area, we identified where significant impacts may occur and where we have caused or contributed to the impacts through our business operations.

As set out in our Sustainability Report for FY2018, we had planned to develop strategies and action plans in relation to the 10 material factors by FY2019. In fulfilment of this, the targets and actions plans that we have set in respect of each of the material factors are as follows.

### Acting Progressively

**Sustainability Pillar**
- **Responsible Investment**
  - To deliver sustainable returns to Unitholders.

**Focus Area**
- **Economic performance (GRI 201)**

**Material Topics**
- Continue to deliver sustainable returns to Unitholders.

**Targets for FY2020**
- FCOT

**Material Factor Boundaries**
- Customers and tenants

### Consuming Responsibly

**Sustainability Pillar**
- **Energy & Carbon**
  - To reduce energy performance of the Properties.

**Focus Area**
- **Energy and emissions (GRI 302 and 305)**

**Material Topics**
- Continue using greywater and harvesting rainwater at Caroline Chisholm Centre, and using non-potable water at Alexandra Technopark, for irrigation purposes and to progressively install water efficient fittings at Farnborough Business Park.

**Targets for FY2020**
- FCOT

**Material Factor Boundaries**
- Customers and tenants

### Community Connectedness

**Sustainability Pillar**
- **Skills & Leadership**
  - To attract, develop and retain a workforce with diverse skills and knowledge.

**Focus Area**
- **Employment, training and education (GRI 401 and 404)**

**Material Topics**
- Achieve at least an average of 40 hours of training per employee for the year.

**Targets for FY2020**
- FCOT

**Material Factor Boundaries**
- Customers and tenants

6 The UNSDGs is a set of global goals which aims to reduce global inequalities and eradicate poverty, protect the planet and ensure prosperity for all, as part of the 2030 Agenda for Sustainable Development. Source: www.un.org.
Acting Progressively

Why is this important to FCOT?

To create value for our Unitholders and ensure sustainability of business and operations, FCOT incorporates ESG considerations into business decisions to be adaptive and flexible in a rapidly evolving real estate industry. Enhancing our competitive edge and building business resilience are key to the long-term viability of the business.

How does FCOT manage this?

Established policies for FCOT to build a resilient business and remain relevant to stakeholder expectations

Adopt practices that enhance the Properties and deliver value to stakeholders

Highlights in FY2019

Ranked 5th out of 46 entries in the Singapore Governance and Transparency Index 2019 (REIT and Business Trust category) for good corporate governance and disclosure practices

100% of FCOT’s properties

• in Singapore are BCA Green Mark certified
• in Australia have National Australian Built Environment Rating System (NABERS) Energy base building rating of at least 5.0 star

Participated in GRESB Real Estate Assessment for the first time and achieved 4 stars out of 5 stars

• No known incident of breaches of environmental laws and regulations
• No confirmed incident with regards to bribery and corruption reported
• No known incidents of non-compliance with regulations and voluntary codes in relation to marketing communications

Newly constructed buildings at Farnborough Business Park obtained “Very Good” ratings under the Building Research Establishment Environmental Assessment Method (BREEAM) New Construction: Office (Fully Fitted) category

Contribution to SDGs

Various corporate policies and manuals are in place to guide the Manager in maintaining high standards of corporate governance:

• Code of Business Conduct
• Whistle-Blowing Policy
• Anti-Bribery Policy
• Board Diversity Policy
• Competition Act Compliance Manual
• Personal Data Protection Act Policy
• Environment, Health and Safety Policy
• Legal and Regulatory Compliance Manual
• Policy on Dealing in Units of FCOT and Reporting Procedures
• Policy for Prevention of Money Laundering and Countering the Financing of Terrorism
• Policy on Outsourcing
• Treasury Policy
• Investor Relations Policy
• Manual of Authority

Risk-Based Management

FCOT strives to maintain the highest standards of integrity, accountability and corporate governance by adhering to relevant laws and regulations. As a signatory to the 2019 Corporate Governance Statement of Support initiated by the Securities Investors Association (Singapore) (SIAS), the Manager has pledged its commitment to uphold high standards of corporate governance.

The Manager recognises the benefits of good corporate governance, as this increases the trust and confidence of stakeholders in the business and operations of the Manager and enhances the value of FCOT in the long-term. FCOT was ranked 5th out of 46 entries in the Singapore Governance and Transparency Index 2019 (REIT and Business Trust category) for good corporate governance and disclosure practices.

The Manager adheres to the relevant laws and regulations including the Code of Corporate Governance 2018, the Code of Advertising Practice, the listing rules of the SGX and the Securities and Futures Act of Singapore.

The Manager adopts a zero-tolerance approach towards corruption and fraud and ensures compliance with the relevant anti-corruption, bribery and environmental laws and regulations.

On top of policies and manuals, Fraser Property Group’s internal audit (Group IA) independently examines and evaluates the Manager’s activities, focusing on the adequacy of internal controls, risk management and corporate governance processes. The Group IA department functions independently from the activities that it audits. Audit findings and recommendations are provided to the Manager for appropriate follow-up actions. The Head of Group IA reports directly to the Chairman of the ARC Committee. For further details on the internal audit function, please refer to pages 130 to 133 herein for the report on Corporate Governance.
Responsible Investment
We invest in and manage our properties to create value and ensure sustainable long-term growth for FCOT and its Unitholders. The Properties have various globally recognised green building certifications and accolades such as the Building and Construction Authority’s (BCA) Green Mark and Public Utilities Board’s (PUB) Water Efficient Building in Singapore, NABERS in Australia and BREEAM and Green Flag Award in the UK.

In Singapore, all properties are certified Green Mark Gold and in Australia, all properties have at least a 5.0-star rating for NABERS Energy base building rating. In the UK, Farnborough Business Park received the prestigious Green Flag Award for the fourth consecutive year and the buildings that were newly constructed have achieved “Very Good” ratings under the BREEAM New Construction: Office (Fully Fitted) category.

We continue to support the BCA’s second Green Building Master Plan for at least 80% of the properties in Singapore to obtain BCA Green Mark Certified rating by 2030.

Our properties have achieved the following certifications and accolades:

<table>
<thead>
<tr>
<th>Property</th>
<th>Green certifications and accolades</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singapore</td>
<td></td>
</tr>
<tr>
<td>China Square Central</td>
<td>• Green Mark Gold Award, BCA</td>
</tr>
<tr>
<td></td>
<td>• Water Efficient Building, PUB</td>
</tr>
<tr>
<td></td>
<td>• Sustainable practices implemented by China Square Central’s management office have been accredited by the Singapore Environment Council (SEC) under Project: Eco Office</td>
</tr>
<tr>
<td>Alexandra Technopark</td>
<td>• Green Mark Gold Award, BCA</td>
</tr>
<tr>
<td></td>
<td>• Water Efficient Building, PUB</td>
</tr>
<tr>
<td></td>
<td>• Sustainable practices implemented by Alexandra Technopark’s management office have been accredited by SEC under Project: Eco Office</td>
</tr>
<tr>
<td>Australia</td>
<td></td>
</tr>
<tr>
<td>Central Park</td>
<td>• First commercial building in Australia to achieve 4.5 star NABERS Energy rating</td>
</tr>
<tr>
<td></td>
<td>• First premium office building in Perth to attain a 5.0 star NABERS Energy base building rating</td>
</tr>
<tr>
<td></td>
<td>• 3.5-star NABERS Water rating</td>
</tr>
<tr>
<td>Caroline Chisholm Centre</td>
<td>• 5.0-star NABERS Energy base building rating</td>
</tr>
<tr>
<td>357 Collins Street</td>
<td>• 5.5-star NABERS Energy base building rating (with green power)</td>
</tr>
<tr>
<td></td>
<td>• 5.0-star NABERS Indoor Environment rating</td>
</tr>
<tr>
<td>United Kingdom</td>
<td></td>
</tr>
<tr>
<td>Farnborough Business Park</td>
<td>• BREEAM New Construction: Office (Fully Fitted) - “Very Good” rating</td>
</tr>
</tbody>
</table>

FCOT emerged top three among Asia Pacific peers in its inaugural GRESB Real Estate Assessment
In FY2019, FCOT participated in the GRESB Real Estate Assessment for the first time. We are pleased that FCOT achieved a rating of 4 stars out of the maximum 5 stars in the assessment and outperformed the global average and peer group in Asia Pacific in various segments, as presented below.

<table>
<thead>
<tr>
<th>GRESB Real Estate Assessment rating</th>
<th>GRESB score</th>
</tr>
</thead>
<tbody>
<tr>
<td>FCOT achieved 4 out of a maximum 5 stars in its inaugural GRESB Real Estate Assessment</td>
<td>82 out of 100 points overall</td>
</tr>
</tbody>
</table>

**Green Star rating**
Outperformed peers in the environment aspect

- FCOT fared well in the environment aspect of the assessment, outperforming the GRESB and peer average score
- The Manager will strive to continue to improve on all the ESG aspects on the assessment

**FCOT’s ESG performance**

- FCOT scored 82 out of a maximum 100 points, outperforming the global average score of 72 points and peer average score of 73 points
- FCOT was accorded ‘Green Star’ status for its integrated approach to ESG

**Versus peers**

Gradually improving on all the ESG aspects on the assessment

**GRESB Public Disclosure**

Scored ‘A’ for sustainability disclosures

- FCOT was awarded an ‘A’ for GRESB Public Disclosure, which measures material sustainability disclosures by listed real estate companies and REITs

Global Average: C Comparison Group Average:B

GRESB Average: 65 Peer Average: 68
GRESB Average: 79 Peer Average: 71
GRESB Average: 84 Peer Average: 87

**FCOT**

- GRESB Average: 79 Peer Average: 71
- GRESB Average: 84 Peer Average: 87

**Comparison Group Average:**

- GRESB Average: 84 Peer Average: 87

**Peer group as defined by GRESB.**
Green Flag Award® 2019 for Farnborough Business Park

For the fourth consecutive year, Farnborough Business Park was bestowed the prestigious Green Flag Award®, which recognises and rewards well-managed parks and green spaces, setting benchmark standards for the management of recreational outdoor spaces throughout the UK and the rest of the world. Farnborough Business Park delivered impressive performance in every category including: a welcoming place; healthy, safe and secure environment; well-maintained and clean park; good environmental management; presence of biodiversity, extensive landscaping and heritage; and community involvement, among other things.

Innovation

Traditional business-as-usual models within the real estate industry are being disrupted at exponential rates with the rise of technological advancements and tech-savvy consumers. To stay relevant in the competitive market, it is important for us to innovate and create value for our customers and tenants.

Driving innovation solutions at Alexandra Technopark

Fostering innovation and adopting technology are continuous journeys that will increase operational efficiency and benefit the overall business community in the long-term. Alexandra Technopark was identified as one of the trial sites of the second phase of the Call for Innovative Solutions for Smart Estates, a three-year S$14 million initiative by the Infocomm Media Development Authority to develop solutions for smart environment and estate management. This is an opportunity for stakeholders to build capabilities, implement innovative solutions, enhance efficiencies and deliver unique experiences to customers.

Energy & Carbon

We seek to minimise energy consumption and GHG emissions at our Properties in contribution to global efforts towards mitigating climate change. As properties rely heavily on electricity to operate, enhancing energy efficiency helps to reduce resources consumption and operating costs. Renewable energy is used wherever possible.

In FY2019, total building energy consumption decreased by 8.1% year-on-year mainly due to lower occupancy and completion of asset enhancement works at Alexandra Technopark, partially offset by higher energy consumption at Farnborough Business Park mainly due to the commencement of a new lease following the completion of a new building. These led to an overall improvement in average building energy intensity by 1.9% year-on-year. As the energy intensity improved, GHG emissions intensity improved by 11.0%.

Consuming Responsibly

Why is this important to FCOT?

The Manager strives to reduce the environmental footprint and resources consumption of the Properties where possible. We leverage on technologies and adopt energy and water efficient practices, reduce waste and conserve resources where possible.

How does FCOT manage this?

Established policies that promote responsible consumption of resources across all the Properties

Adopt practices that enable and encourage our employees, service providers, tenants and customers to minimise their environmental footprint

Highlights in FY2019 across the portfolios

1.9% year-on-year improvement in average building energy intensity

11.0% year-on-year improvement in average greenhouse gas (GHG) emissions intensity

1.7% year-on-year increase in average building water intensity

Contribution to SDGs

1.7% year-on-year increase in average building water intensity

7 Affordable and Clean Energy

9 Industry innovation and infrastructure

11 Sustainable cities and communities
To better serve our tenants and customers, we continuously look for opportunities to improve our Properties. In Singapore, for example, the properties go through energy audits every three years as mandated by BCA, while in Australia, the sustainability performances of the properties are assessed by sustainability consultants for NABERS certifications.

**Sustainable management at China Square Central**

China Square Central uses sustainable materials and products certified under Singapore Green Labelled Scheme (SGLS) or Singapore Green Building Council (SGBC) extensively to provide a healthier environment for occupants. Sustainable materials and products used include ceiling boards, drywall partitions, wooden door panels, concrete walls, floor screeds, eco-friendly cleaning products, sustainable toilet rolls and paper hand towels.

At China Square Central, the usage of water-cooled chillers, variable speed drives (VSD) driven chilled water pumps and tower fans has resulted in energy savings of around 303,000 kWh per annum. The savings are a significant 23% over and above the baseline stated in BCA Green Mark requirements b. In addition, LED and TS lights and motion sensors installed at common areas have resulted in substantial energy savings of approximately 165,000 kWh per annum and achieved a 62.9% improvement over the benchmarked lighting power budget of the BCA Green Mark requirements c.

China Square Central purchases 100% of their energy requirements from renewable sources in FY2019. The business park’s shuttle buses are more environmentally friendly. The multi-let buildings in the business park purchased 100% of their energy requirements from renewable sources in FY2019. The business park’s shuttle buses are more environmentally friendly. The multi-let buildings in the business park purchased 100% of their energy requirements from renewable sources in FY2019. The business park’s shuttle buses are more environmentally friendly.

<table>
<thead>
<tr>
<th>Building Energy Consumption (kWh)</th>
<th>FY2019</th>
<th>FY2018</th>
<th>FY2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singapore</td>
<td>212.9</td>
<td>212.9</td>
<td>212.9</td>
</tr>
<tr>
<td>Australia</td>
<td>6.5</td>
<td>6.5</td>
<td>6.5</td>
</tr>
<tr>
<td>UK</td>
<td>29.4</td>
<td>29.4</td>
<td>29.4</td>
</tr>
<tr>
<td>Total</td>
<td>249.7</td>
<td>249.7</td>
<td>249.7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average Building Energy Intensity (kWh/m²)</th>
<th>FY2019</th>
<th>FY2018</th>
<th>FY2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singapore</td>
<td>115.6</td>
<td>115.6</td>
<td>115.6</td>
</tr>
<tr>
<td>Australia</td>
<td>77.0</td>
<td>77.0</td>
<td>77.0</td>
</tr>
<tr>
<td>UK</td>
<td>37.0</td>
<td>37.0</td>
<td>37.0</td>
</tr>
<tr>
<td>Total</td>
<td>129.6</td>
<td>129.6</td>
<td>129.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Building GHG Emissions (1000 tonnes of CO₂)</th>
<th>FY2019</th>
<th>FY2018</th>
<th>FY2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singapore</td>
<td>16.3</td>
<td>16.3</td>
<td>16.3</td>
</tr>
<tr>
<td>Australia</td>
<td>9.5</td>
<td>9.5</td>
<td>9.5</td>
</tr>
<tr>
<td>UK</td>
<td>8.9</td>
<td>8.9</td>
<td>8.9</td>
</tr>
<tr>
<td>Total</td>
<td>34.7</td>
<td>34.7</td>
<td>34.7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average GHG Emissions Intensity (kgCO₂/m²)</th>
<th>FY2019</th>
<th>FY2018</th>
<th>FY2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singapore</td>
<td>30.9</td>
<td>30.9</td>
<td>30.9</td>
</tr>
<tr>
<td>Australia</td>
<td>39.9</td>
<td>39.9</td>
<td>39.9</td>
</tr>
<tr>
<td>UK</td>
<td>10.3</td>
<td>10.3</td>
<td>10.3</td>
</tr>
<tr>
<td>Total</td>
<td>80.1</td>
<td>80.1</td>
<td>80.1</td>
</tr>
</tbody>
</table>

Energy consumption and GHG emissions are based on landlord's areas and exclude tenants' areas. Energy intensity was calculated by dividing energy consumption by building gross floor area. GHG emissions intensity was calculated by dividing GHG emissions by building gross floor area. All energy consumptions were from purchased electricity only. All properties have been included on 100.0% basis regardless of FCOT’s effective interest.

- a Include of the energy consumption of Farnborough Business Park for the period from 29 January 2018 (completion of acquisition) to 30 September 2018 and 55 Market Street for the period from 1 October 2017 until its divestment on 31 August 2018.
- b Data for FY2018 has been reviewed and updated.
- c For comparison purpose, 55 Market Street (which was divested on 31 August 2018) has been excluded.
- d Excluded properties without full-year energy consumption data, namely Farnborough Business Park which was acquired on 29 January 2018 and 55 Market Street which was divested on 31 August 2018.
- e The GHG emissions factors used for FY2019 were as follow: Singapore (1.42 kgCO₂/kWh), Australian Capital Territory (1.02 kgCO₂/kWh), Victoria (1.07 kgCO₂/kWh), Western Australia (1.70 kgCO₂/kWh) and UK (2.38 kgCO₂/kWh). Sources of grid emission factors: Singapore - Singapore Energy Statistics 2019; Australia - National Greenhouse Accounts Factors 2019; and Australian Government Department of Environment, and UK - UK Government GHG conversion factors for company reporting.
Water
We recognise that water is a scarce resource and are committed to improving water management and reducing water consumption at the Properties. Recycled water is used where possible. Currently, greywater and rainwater harvested at Caroline Chisholm Centre and non-potable water at Alexandra Technopark are used for irrigation purposes.

In FY2019, total building water consumption in the portfolio increased by 2.1% and average building water intensity increased by 1.7% year-on-year. These were mainly due to the asset enhancement works for the retail podium at 18 Cross Street, China Square Central, partially offset by the lower consumption at Farnborough Business Park as faulty water features which resulted in higher consumption in FY2018 were fixed in FY2019.

All properties in Singapore are certified Water Efficient Building by PUB. Central Park has a 3.5-star NABERS Water rating, while 357 Collins Street has a 5.0-star NABERS Water rating.

**FY2019 Performance**

**Building Water Consumption**

<table>
<thead>
<tr>
<th></th>
<th>Singapore</th>
<th>Australia</th>
<th>UK</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2017</td>
<td>229.9</td>
<td>68.1</td>
<td></td>
<td>298.0</td>
</tr>
<tr>
<td>FY2018</td>
<td>194.6</td>
<td>70.2</td>
<td></td>
<td>264.8</td>
</tr>
<tr>
<td>FY2019</td>
<td>207.7</td>
<td>67.6</td>
<td></td>
<td>275.3</td>
</tr>
</tbody>
</table>

**Average Building Water Intensity**

<table>
<thead>
<tr>
<th></th>
<th>Singapore</th>
<th>Australia</th>
<th>UK</th>
<th>Total</th>
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<tbody>
<tr>
<td>FY2017</td>
<td>1.3</td>
<td>0.83</td>
<td></td>
<td>1.1</td>
</tr>
<tr>
<td>FY2018</td>
<td>1.1</td>
<td>0.4</td>
<td></td>
<td>0.74</td>
</tr>
<tr>
<td>FY2019</td>
<td>1.2</td>
<td>0.4</td>
<td></td>
<td>0.75</td>
</tr>
</tbody>
</table>

Water consumptions at the Properties are all metered. Water intensity was calculated by dividing water consumption by building gross floor area. All properties have been included on 100.0% basis regardless of FCOT’s effective interest.

Water Efficient Building certifications
In Singapore, China Square Central and Alexandra Technopark are certified Water Efficient Buildings by PUB.

China Square Central uses dedicated water meters to closely monitor the water usage of its cooling towers.

At Alexandra Technopark, NEWater (treated used water) is used for non-potable purposes such as water for air-conditioning cooling towers, irrigation and firefighting (hydrants and sprinklers). In FY2019, around 56,200 m$^3$ of NEWater was used, constituting around 27% of total water consumed at the common areas for non-potable purposes.

**Improving water efficiency at Central Park**

Water-efficient low flow shower heads with Water Efficiency Labelling and Standards (WELS) rating of 4 are progressively being installed in the washrooms to reduce water flow and wastage. In addition, a cooling tower risk assessment was undertaken which led to the adoption of an improved management plan and reduction in water usage during cleaning and decontamination of the cooling towers.

**Conserving water at 357 Collins Street**

All new washroom fittings installed in the building have a 4 star+ WELS rating while the property manager is also reviewing possible locations to harvest rainwater. New dosing pumps have been installed in the cooling tower to provide better chemical analysis.

Waste
Effective and responsible waste management will positively impact the environment by reducing impact on landfills and conserving precious natural resources. We manage waste at the Properties proactively and continue to place an emphasis on the importance of recycling. We will continue to work closely with our tenants and other stakeholders to collectively reduce the amount of waste generated while increasing recycling rates.

In FY2019, the Properties generated a total of 1,333.8 tonnes of waste, a 0.4% reduction compared to FY2018. 184.1 tonnes of waste were recycled, which was a 5.5% reduction year-on-year. To improve on our waste management, we will continue to implement measures and raise tenants’ awareness with regard to waste reduction and recycling.
Focusing on People

**Consuming Responsibly**

Why is this important to FCOT?

The success of our business is anchored on our ability to address the needs and expectations of our stakeholders. We continue to strive on developing our employees and to drive positive impacts for our tenants and the communities through our sustainable business practices and community investment initiatives.

**How does FCOT manage this?**

Establish policies to build the resilience of our people and the communities that we operate in. Adopt practices that drive growth and positive impacts to our stakeholders.

**Highlights in FY2019**

- 46.5 hours of training per employee
- No major safety incidents across our portfolio
- More than S$700,000 community investments raised/donated

**Contribution to SDGs**

- Establish policies to build the resilience of our people and the communities that we operate in
- Adopt practices that drive growth and positive impacts to our stakeholders

**Diversity & Inclusion**

Our employees are our greatest asset and the contributions of our employees are critical to the success of the business and operations of FCOT. We believe in creating an inclusive and sustainable work environment and having a diverse workforce.

An inclusive and sustainable work environment contribute towards improving the workplace happiness and motivation of employees, leading towards greater productivity. A diverse workforce brings together a wealth of knowledge and different perspectives, skills and experiences which enable the workforce to be more productive and innovative. An environment where employees feel encouraged to express their ideas will also boost staff morale.

All employee information disclosed in this report is in relation to the Manager, as FCOT is managed by the Manager. The Manager is committed to maintaining a diverse workforce through fair employment practices in line with the Frasers Property Group, which is a signatory of the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) in Singapore and a member of the Singapore National Employer Federation. Along with the Frasers Property Group, an open performance appraisal system is also applied to all employees of the Manager, providing employees with opportunities based on merit.

**The Manager’s Employee Profile**

- **Gender Diversity**
  - Female: 80.0%, 80.0%
  - Male: 20.0%, 20.0%

- **Age Diversity**
  - < 30 years old: 52.5%, 50.0%
  - 30-49 years old: 37.5%, 35.0%
  - ≥ 50 years old: 10.0%, 15.0%

- **Employee Diversity by Category**
  - Executive: 95.0%, 95.0%
  - Non-Executive: 5.0%, 5.0%

- **New Hires by Age Group**
  - FY2018: < 30 years old: 52.5%, 62.5%
  - FY2019: Male: 87.5%

- **New Hires by Gender**
  - FY2018: Male: 100.0%
  - FY2019: Female: 100.0%

- **Employee Turnover by Age Group**
  - FY2018: < 30 years old: 37.5%, 25.0%
  - FY2019: Female: 100.0%

- **Employee Turnover by Gender**
  - FY2018: Female: 100.0%
  - FY2019: Male: 100.0%

**Employee Turnover by Category**

- FY2018:
  - Executive: 25.0%
  - Non-Executive: 20.0%
- FY2019:
  - Executive: 75.0%
  - Non-Executive: 5.0%

---

11 All data presented are in relation to full-time permanent employees.
As at 30 September 2019, the Manager had a total of 20 full time permanent employees, all located in Singapore. The number of full time and permanent employees was the same as at a year ago. The workforce is primarily made up of employees who are in the 30 to 49 years-old age group, constituting 60.0% of the Manager’s workforce. Female employees constituted 80.0% of total workforce. The hiring rate in FY2019 was 5.0%12 which was the same as the turnover rate of 5.0%13.

**Skills & Leadership**

Career development and progression are important for employees and support succession planning, which is important for the future growth of FCOT. The training and development initiatives by the Manager are supported by Frasers Property Group’s Human Resource (HR) Department. A wide array of internal and external trainings are provided to employees to equip them with the latest industry knowledge and skills to thrive in the ever-changing business environment and contribute effectively to the performance of FCOT. Continuous training and skills upgrading will enhance employee morale and job satisfaction, resulting in healthier employee retention rates.

The Manager continued to allocate 2.5% of its payroll costs in FY2019 towards learning and development programmes for employees. In FY2019, the average training hours per employee was 46.5 hours, exceeding the target of 40.0 hours. Employees attended a wide array of industry seminars and conferences, personal development courses and skills training programmes in FY2019. During the year, there was a new hire and an employee who went on maternity leave. Adjusting for their periods of absence during the financial year, the average training hours per employee would be 50.1 hours, 25.3% above the target.

<table>
<thead>
<tr>
<th>Training and Average Training Hours (hours)</th>
<th>FY2018</th>
<th>FY2019</th>
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</thead>
<tbody>
<tr>
<td>Grand Total</td>
<td>1,022.3</td>
<td>929.1</td>
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<tr>
<td>Average hours per employee</td>
<td>51.1</td>
<td>46.5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average Training Hours by Gender (hours)</th>
<th>FY2018</th>
<th>FY2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>52.4</td>
<td>42.2</td>
</tr>
<tr>
<td>Male</td>
<td>46.1</td>
<td>63.3</td>
</tr>
</tbody>
</table>

Health & Well-Being

Health and safety are key factors in promoting wellness. We strive to create a safe environment at the Properties for all stakeholders. A healthy and safe environment is essential in preventing workplace injuries and will boost employees’ and tenants’ morale. Various health, wellness and safety related programmes and training were conducted throughout the year to equip employees and tenants with the relevant skills and knowledge to improve their overall health and wellness and safety consciousness at work.

For FY2019, we are pleased to report that there were no incident of safety-related non-compliance, fatalities, lost-time injury, lost days or occupational diseases reported at the Properties.

**Senior Leadership Programme**

Selected senior staff of the Manager attended the Frasers Property Senior Leadership Programme (SLP), a comprehensive three-month learning journey that featured a blend of learning interventions, including a multi-rater assessment, self-reflection stimulus and two interactive workshops, to equip these senior leaders with the following:

- essential mindset and skills to engage with and lead their respective teams and business units more effectively;
- alignment with and the ability to lead and model Frasers Property’s core values;
- self-awareness and personal mastery to address a volatile, uncertain, complex and ambiguous (VUCA) environment;
- ability to inspire and discuss challenging conversations; and
- knowledge and skills to engage workforce in the new economy with strategic insights to address enterprise-wide issues and challenges.

<table>
<thead>
<tr>
<th>Average Training Hours by Gender and Employee Type (hours)</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>38.5</td>
<td>46.3</td>
</tr>
<tr>
<td>Male</td>
<td>46.1</td>
<td>63.3</td>
</tr>
</tbody>
</table>

Healthcare and Safety Month 2019

In conjunction with this year’s Health and Safety Month’s theme ‘LIVE, WORK, PLAY, SAFE’, Frasers Property’s Corporate Wellness Committee organised a wide variety of wellness programmes to increase staff awareness on various health related topics such as the importance of healthy eating and emotional well-being.

**Healthy Workplace Ecosystem Award 2019**

Alexandra Technopark was presented the Healthy Workplace Ecosystem Award by the Health Promotion Board at the Singapore HEALTH Award 2019 in October 2019. Alexandra Technopark was recognised for its effort in creating conducive workplace environments and implementing specially designed programmes that integrate healthy living into tenants’ daily work lives.

Key operational and technical employees of the property manager in Singapore regularly attend safety-related training courses to ensure that they are equipped to effectively handle security and emergency situations. Evacuation drills are also regularly conducted at the Properties to familiarise tenants with emergency response protocols.

### Notes

12 Total number of new hires in FY2019 divided by total number of employees as at 30 September 2019.
13 Total number of employee turnover in FY2019 divided by total number of employees as at 30 September 2019.
Fire safety dialogue with the National Fire and Civil Emergency Preparedness Council (NFEC)

The property management staff in Singapore attended a dialogue session with the NFEC, which is supported by the Singapore Civil Defence Force, in August 2019.

Topics discussed at the dialogue included fire prevention and safety measures in commercial buildings, common fire safety non-compliances, Singapore’s fire statistics and case studies of fire incidences.

Workplace Safety & Health (WSH) management walkabout

WSH walkabouts take place every quarter for the Singapore properties, during which Frasers Property’s senior managers would visit the properties and hold discussions with the property management teams on WSH initiatives and awareness. During these walkabouts, potential WSH risks and concerns are also identified for safety enhancements.

Breast cancer awareness talk

In collaboration with Breast Cancer Foundation, China Square Central hosted a breast cancer awareness talk for tenants in August 2019. The talk included a sharing session by a breast cancer survivor to provide attendees with greater understanding and awareness of breast cancer.

100.0% OHSAS 18001 Certification

The occupational health and safety management systems of the properties in Singapore have been accredited with Occupational Health and Safety Management System (OHSAS) 18001\(^\text{a}\) and SS506 Part 1: 2009. These international standards provide a framework to identify, control and decrease health and safety risks within the workplace and provide guidance to the property managers in their pursuit of ‘zero incidents’.

 bizSAFE Star and bizSAFE Partner Award

The property management teams of China Square Central and Alexandra Technopark garnered the bizSAFE Star and bizSAFE Partner awards by the Workplace Safety & Health Council and Ministry of Manpower for being proactive and committed in bringing tenants on board the bizSAFE programme.\(^\text{b}\)

Connecting Communities

We strive to contribute positively towards the communities in which we operate in. We will continue to align our principles of community engagement and investments with the Frasers Property Group’s initiatives which focus on ‘Wellness’ - caring for the wellness of the minds, hearts, spirits and bodies of our communities and to strengthen the capabilities of our selected charitable causes.

In FY2019, more than A$7,700,000 were raised in charitable fundraising events held at the Properties.

Charity Events

Central Park Plunge 2019

Regarded as the biggest and tallest urban abseil event in Australia, Central Park Plunge offered participants a unique and memorable experience abseiling 220 metres from the top of Central Park. Now in its fifth year, the three-day event was held in support of more charities this year including Ronald McDonald House Charities Western Australia, Camp Quality, Global Roaming Pilbara Foundation, Guide Dogs WA, Cahoots, MSWA (formerly known as The Multiple Sclerosis Society of Western Australia) and Prostate Cancer Foundation of Australia. This year, over 300 participants took part and the event raised over A$434,000.

Step Up for MSWA

For the 13th consecutive year, Step Up for MSWA, one of the iconic events for MSWA, was held at Central Park. MSWA is a non-profit organisation that offers support and services to people with neurological conditions in Western Australia, including multiple sclerosis. This unique vertical challenge of climbing more than 1,100 steps up to the top of Central Park attracted more than 1,000 participants. The event was a great success and thanks to the generosity of participants, close to A$320,000 was raised, 59% higher compared to last year. Central Park contributed by sponsoring A$10,000 towards this event.

a OHSAS 18001 is a framework for occupational health and safety management systems that allows organisations to consistently identify and control health and safety risks, reduce the potential for accidents, and legislative compliance and improve overall health and safety performance.
b bizSAFE is a programme tailored to assist companies to build up their workplace safety and health capabilities.
Farnborough Business Park Christmas Gift Drive

Farnborough Business Park held its annual Christmas Gift Drive for the much deserving and underprivileged young people in the local charities. Tenants donated or purchased gifts which were distributed to charities such as Step by Step, Frimley Park Hospital, The Vine Centre, Sandhill Community Group and Creating Futures. These gifts go to homeless teenagers, children from areas of extreme deprivation and children wards in hospitals during the festive period. There was a record-breaking number of gifts donated by generous tenants and the charities were absolutely delighted and made sure that each gift found its way to a young person in need of Christmas cheer.

Farnborough Food Festival

The first ever Farnborough Food Festival was held in July 2019 for tenants of Farnborough Business Park to raise funds for Phyllis Tuckwell Hospice, the only hospice care service for adults across the whole of West Surrey and parts of North East Hampshire. In addition to this worthwhile cause, the food festival was a great platform to increase tenant engagement and interaction, as tenants indulged in some delicious food, played lawn games, relaxed and tucked into their lunches. More than £4,000 that was raised went towards funding vital care and supporting the Phyllis Tuckwell Hospice that provides services at no charge to patients and their families, in celebration of their 40th anniversary.

Daffodil Day Appeal

The property management team of 357 Collins Street participated in the Daffodil Day Appeal, Cancer Council’s most iconic fundraising campaign in Australia. The team set up a stall at the foyer of 357 Collins Street to raise funds to support Cancer Council in their life-saving cancer research activities. Besides the sale of daffodils, there were also baked treats on offer for donors.

Revisiting history and heritage through ‘Our Alexandra Stories’

In celebration of Singapore Bicentennial year as well as to usher in National Day, Alexandra Technopark hosted a month-long event entitled ‘Our Alexandra Stories’ which reimagined the Alexandra precinct’s history and heritage through various experiential activities. The event was held in collaboration with media publisher Our Grandfather Story. Visitors enjoyed an array of interesting activities such as guided tours of the different installations on site, learning about the Alexandra precinct’s history from volunteers from My Community (a charity which celebrates and champions community heritage), taking part in ‘chapteh’ (a traditional local game) workshops and sampling of traditional snacks.

Celebrating Chinese New Year with Seniors from the Fei Yue Senior Activity Centre

The staff of the Manager celebrated Chinese New Year with a group of senior citizens from the Fei Yue Senior Activity Centre at The Hub at Alexandra Technopark. Fei Yue is a non-profit organisation focusing on improving the quality of life and preventing social isolation of seniors. The fun-filled day included a Shrink Art workshop where the seniors made small keepsakes such as keychains and fridge magnets, live lion dance and Chinese orchestra performances and a traditional ‘Loh Hei’ lunch.

Packing food rations at Shan You Wellness Community

In July 2019, the staff of the Manager volunteered at Shan You Wellness Community by packing food rations for distribution to the disadvantaged community. Shan You is a non-profit social service organisation that provides counselling and social care services for the well-being of the community. The team formed a human chain to pack close to 200 bags of food items.

Community Events
Experience of the Workplace Day
Farnborough Business Park was delighted to host an ‘Experience of the Workplace Day’ for five local secondary schools in June 2019, together with The Community Matters Partnership Project and Zurich Community Trust. The students were introduced to the wide range of businesses operating in Farnborough Business Park as well as the various kinds of job offerings within these organisations. The day was a great success with students getting some inspiration for their career aspirations ahead of their General Certificate of Secondary Education examinations the following year.

Girt by Sea Exhibition
Girt by Sea is the creation of a unique, aerial photography adventure by two Australian photographers, Denis Glennon and Tony Hewitt, who sought to capture bird’s eye views of Australia’s vast coastline by plane. They circumnavigated the island continent in a light aircraft for close to a month, and this expedition culminated in a very successful exhibition at Central Park with many people coming in every day over three weeks to view around 100 stunning aerial images of the Australian coastline on display.

Shared Values and Performance
In 2019, FCT co-owners Frasers Property and Blackstone Group continued their years-long partnership, which was renewed for another five years. Both parties are committed to achieving excellence in performance and value creation, providing world-class outcomes for the communities they serve and their tenants.

Gardening workshop
Working in collaboration with Singapore’s urban farming social enterprise, Edible Garden City, Alexandra Technopark hosted two gardening workshops this year, providing tenants with insights on the different kinds of edible plants in Singapore as well as the basics of starting one’s own edible gardens.

In addition, participants tried their hands at propagating plant cuttings that they could bring home to nurture a pot of their own creation.

Tenant Events

Promoting wellness at Alexandra Technopark
In collaboration with the Health Promotion Board, Alexandra Technopark hosted various fitness and wellness activities throughout the year. Weekly activities included High Intensity Interval Training workouts and lunchtime yoga sessions. On top of physical activities, there were also complimentary health screenings and a series of health education sessions which included ‘Weight A Minute’ which educated attendees on healthier lifestyle choices and debunked some of the myths on dieting.

All these activities were held with the aim of encouraging healthier lifestyles for all.

Ride2Work Day
Ride2Work Day is regarded as Australia’s largest celebration of commuter riding. Held annually in October, the day celebrates the benefits of riding to work and brings together the communities that support this practice. Central Park hosted an event in our Ride and Park facility that featured an array of activities such as a lucky dip of free bike accessories, competition for gift vouchers for premium bike services and breakfast sponsored by retail tenant Soul Origin.
Celebrating Melbourne Cup Competition 2019
The Melbourne Cup is Australia’s most celebrated horse racing event at Flemington Racecourse in Melbourne. A celebration was held at the lawn of Central Park, where more than 300 tenants came decked out in their best to watch the race on a large television screen over lunch. Tenants enjoyed the thrills and fun of this year’s carnival theme while being entertained by roving entertainers including stilt walkers, magician and jugglers.

Family Christmas Market at Farnborough Business Park
Farnborough Business Park kicked off the festive season in mid-2018 with an outdoor Christmas Market which took place under the iconic balloon hangar frame in the park. Tenants and their family and friends, as well as local residents, got into the yuletide spirit browsing through the festive stalls that sold various Christmas gifts and food. One of the park’s tenants, Hudson Shibman, generously set up free face painting and crafting stations for the younger visitors. The festive atmosphere was further livened with Christmas Carols performed by The Male Hart Choir and Towerhill Primary School.

GRI Content Index

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<th>Disclosure Title</th>
<th>Section and Page Reference / Notes</th>
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<td>GRI 102: General Disclosures</td>
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<td>Name of the organisation</td>
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<td>About Frasers Commercial Trust (pgs 2-3) About This Report – Report Scope (pg 79)</td>
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<td></td>
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<td>Scale of the organisation</td>
<td>About Frasers Commercial Trust (pgs 2-3) Financial Highlights (pgs 6-9) Focusing on People – Diversity &amp; Inclusion (pgs 96-98)</td>
</tr>
<tr>
<td></td>
<td>102-8</td>
<td>Information on employees and other workers</td>
<td>Focusing on People – Diversity &amp; Inclusion (pgs 96-98) All activities described in this section are in relation to the employees of the Manager:</td>
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<tr>
<td></td>
<td>102-9</td>
<td>Supply chain</td>
<td>Managing Sustainability – Stakeholder Engagement (pgs 8-13) Consuming Responsibly (pgs 91-95)</td>
</tr>
<tr>
<td></td>
<td>102-10</td>
<td>Significant changes to organisation and its supply chain</td>
<td>There were no significant changes to FCOT and its supply chain during the year. Overview of Property Portfolio (pgs 4-5) Asset Profiles (pgs 64-75)</td>
</tr>
<tr>
<td></td>
<td>102-11</td>
<td>Precautionary principle or approach</td>
<td>FCOT does not specifically refer to the precautionary approach when managing risk; however, our management approach is risk-based, and underpinned by our internal audit framework.</td>
</tr>
<tr>
<td></td>
<td>102-12</td>
<td>External initiatives</td>
<td>Managing Sustainability – Stakeholder Engagement (pgs 82-83) Acting Progressively – Risked-based Management (pg 87) Responsible Investment (GRESB Real Estate Assessment) (pg 89)</td>
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<td>102-13</td>
<td>Membership of associations</td>
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<tr>
<td>Strategy</td>
<td>102-14</td>
<td>Statement from senior decision-maker</td>
<td>Board Statement (pg 80)</td>
</tr>
</tbody>
</table>
Evaluation of the management approach and its components

We have not sought external assurance on this data. However, we intend to review this stance in the future.

About this Report – Feedback (pg 79)

The previous sustainability report was included in the 2018 Annual Report of FCOT.
<table>
<thead>
<tr>
<th>GRI Standards 2016</th>
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<th>Disclosure Title</th>
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<tr>
<td>Water Management</td>
<td>GRI 103: Management Approach</td>
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<td>The management approach and its components</td>
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<td>Evaluation of the management approach</td>
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<td>GRI 303: Water</td>
<td>303-1</td>
<td>Water withdrawal by source</td>
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<td><strong>Staff Retention and Development</strong></td>
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<td>GRI 103: Management Approach</td>
<td>103-2</td>
<td>The management approach and its components</td>
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<td></td>
<td>103-3</td>
<td>Evaluation of the management approach</td>
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<td></td>
<td>GRI 401: Employment</td>
<td>401-1</td>
<td>New employee hires and employee turnover</td>
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<td></td>
<td>GRI 404: Training and Education</td>
<td>404-1</td>
<td>Average hours of training per year per employee</td>
</tr>
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<td></td>
<td></td>
<td>404-2</td>
<td>Programmes for upgrading employee skills and transition assistance programmes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
</tr>
<tr>
<td><strong>Labour/Management Relations</strong></td>
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<td>The management approach and its components</td>
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<td>103-3</td>
<td>Evaluation of the management approach</td>
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<td>GRI 402: Labour/Management Relations</td>
<td>402-1</td>
<td>Minimum notice periods regarding operational changes</td>
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<td>GRI 403: Occupational Health and Safety</td>
<td>403-1</td>
<td>Workers representation in formal joint management–worker health and safety committees</td>
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<tr>
<td><strong>Local Communities</strong></td>
<td></td>
<td></td>
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<td>GRI 103: Management Approach</td>
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<td>The management approach and its components</td>
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<td>Evaluation of the management approach</td>
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<td>GRI 413: Local Communities</td>
<td>413-1</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
</tr>
</tbody>
</table>

- Currently, greywater and rainwater harvested at Caroline Chisholm Centre and non-potable water at Alexandra Technopark are used for irrigation purposes.
- This is currently not covered in Group-wide collective agreements. The notice period varies.
- FCOT is represented in the sponsor’s Health and Safety senior management committee.