



GLOBAL  
GREEN  
CONNECT



GLOBAL GREEN  
ECONOMIC  
FOUNDATION

# Sustainability at the heart

Sustainability Report 2024

# Table of contents

## Overview

<a href="#">Message from the CEO</a>	3
<a href="#">About GGC</a>	4
<a href="#">Our Impact in Numbers</a>	5
<a href="#">Key Projects in 2024</a>	6
<a href="#">Stakeholder Engagement</a>	7

## Our Sustainability Strategy: Material Matters

<a href="#">Materiality Assessment</a>	9
<a href="#">Our Approach</a>	10
<a href="#">Our Goals and Targets</a>	11
<a href="#">Environment</a>	12
<a href="#">Social</a>	14
<a href="#">Governance</a>	16

## Appendix

<a href="#">Performance Data</a>	18
<a href="#">GRI Content Index</a>	19

## Scope of the Report

Our inaugural Sustainability Report 2024 details the impact, information and plans of Global Green Connect Pte. Ltd. ("GGC") and GGEF Pte. Ltd. (Global Green Economic Foundation) for fiscal year 2024 (FY24) from 1 January 2024 to 31 December 2024. This report will be published on an annual basis.

## Headquarters and Countries of Operation

GGC and GGEF are both headquartered in Singapore, which serves as our primary base of operations. We also have presence in Malaysia and Hong Kong to support our regional engagements.

## Reporting Standards

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 for this reporting period.

## External Assurance

No external assurance was sought for this report.

# Message from the CEO

At Global Green Connect, we believe that sustainability is not just a goal—it is a responsibility. As a Profit for Purpose business, we are committed to transforming both business and education to align with sustainability principles and to operate as a force for good. Our work is grounded in the belief that purpose and profit can go hand in hand to create lasting impact.

In 2024, we made meaningful progress across the region. We conducted 11 corporate training sessions across Singapore, Malaysia, and Indonesia, equipping professionals with the tools to embed sustainability into their operations. We also completed two batches of the SkillsFuture Career Transition Programme (SCTP), helping mid-career professionals pivot into sustainability-related roles and contribute to a greener economy in Singapore.

A major milestone was our involvement in the CDL Queen Bee supply chain decarbonisation programme. Our consultants supported 37

SMEs in the first phase of the programme to developing carbon accounting capabilities and actionable decarbonisation roadmaps. This will lay the groundwork for a more resilient and less emissions-intensive supply chain for CDL.

Our social enterprise arm, GGEF, continues to be a powerful platform for youth and women empowerment in sustainability. In 2024, GGEF successfully engaged over 1,000 university and polytechnic students from seven local institutions through the SDG Open Hack SG. This initiative fostered innovation and collaboration among young changemakers, encouraging them to co-create solutions aligned with the United Nations Sustainable Development Goals (SDGs).

Looking ahead, our long-term goal is to empower more businesses to embark on their decarbonisation journey and contribute to building a low-carbon economy. We believe that when sustainability is integrated as a core strategy, businesses can do well and do good at the same time. Sustainability is not merely

a report or a compliance exercise; it is a driver of innovation, resilience, and long-term value creation. In fact, we have seen businesses that embrace sustainability often unlock new market opportunities, strengthen stakeholder trust, and achieve meaningful financial rewards alongside positive environmental and social outcomes.

As we continue to grow, we remain focused on scaling our impact while delivering strong business performance. Our expanding portfolio of programmes and partnerships reflects the increasing market demand for sustainability-driven transformation. We are confident that by staying true to our mission and values, we will continue to generate sustainable growth and long-term value for our stakeholders and shareholders.

## **Christina Lee**

Founder & Chief Executive Officer,  
Global Green Connect & GGEF



**“Our work is grounded in the belief that purpose and profit can go hand in hand to create lasting impact.”**

# About GGC

## Our Purpose

To make sustainability accessible and actionable, we empower businesses and communities to create lasting impact.

## Our Promise

To deliver practical, authentic sustainability solutions that drive business for long term success.

Founded in 2013, GGC was born out of a passion for sustainability. We provide integrated sustainability solutions through consulting, education, and social enterprise, generating purpose-driven profit to maximize our impact.

In 2024, as part of our commitment to be a business for good, GGC begun our application process to become B Corp certified.

[Visit our website to find out about the full range of our capabilities](#)

## Country of operations

Singapore, Malaysia, Hong Kong

## Partners

NTU Pace, GCNS, CESGA, DBS, SLA, SMU Academy, SIM Academy, NUS, A\*Star

## Membership associations

SGTech - Associate Membership, SBF, Singapore Institute Of Directors

## Corporation Certifications

Low carbon SG, HRD Corp Registered Training Provider



## Team Certifications



## Your partner in impact:

GGC helps clients throughout Asia deliver impact throughout their organisation through our Sustainability Academy and Consulting.

- Sustainability strategy
- Carbon & GHG management
- Value chain decarbonisation
- Sustainability reporting
- Life cycle assessment
- Sustainable leadership
- Sustainable procurement
- Renewable energy
- Sustainable finance

# Our Impact in Numbers

Nearly  
**1,000**  
student participants  
from 7 institutions joined  
the GGEF SDG Open Hack  
SG 2024

**31**  
sustainability  
events  
launched



**27**  
Training Programmes  
impacting 698 learners  
• Developed 4 sustainability  
courses with IHLs

**56**  
consulting clients  
• 4 LCA projects completed



**24**  
CESGA accredited  
international candidates



# Driving change throughout our ecosystem

## Empowering Future Leaders – GGEF SDG Open Hack! SG

In partnership with UNITAR, Open Geneva and the University of Geneva, GGEF brought the SDG Open Hack to tertiary institutions. This atypical hackathon challenges students to address societal and environmental issues rooted in the 17 UN SDGs. Its core aim is to cultivate future leaders from diverse backgrounds by strengthening their sustainability knowledge through innovation and entrepreneurship skills in solving real world challenges.



## Empowering SMEs – CDL Queen Bee

CDL launched Queen Bee Supply Chain Decarbonisation programme to support its SME suppliers in embarking on their decarbonisation journey. As the lead consultant, GGC worked with various SMEs to develop their decarbonisation roadmaps and produce lifecycle assessment reports on their product and services.



## Empowering Innovation – Huawei Tech4City

GGEF is a proud community partner of the 2024 edition of Huawei’s flagship ideation competition event aimed at leveraging Artificial Intelligence (AI) to empower young talents in shaping Singapore’s future through technological innovation for social good. Participants receive the support and resources to actualise their creative and innovative ideas into a prototype.



## Empowering Education – IB Systems Transformation: Leadership for Change at UWCSEA

To innovate for a future shaped by technological, social, political, and climate change, UWCSEA partnered with IB to pilot an innovative course. Designed for students seeking authentic, project-based learning experiences, GGC was invited to the program invited GGC to share practical insights into sustainability and business challenges and opportunities.

# Stakeholder Engagement

For GGC, engaging stakeholders enables informed decision-making that reflects the interests of those who influence and are impacted by our activities. By identifying key stakeholders, we can deepen our understanding of their expectations and strengthen our approach to engagement, fostering meaningful collaboration and long-term trust.

Key stakeholders	Frequency & method of engagement	Key topics of interest	Our response
Employees	<ul style="list-style-type: none"> <li>Annual townhall sessions and employee surveys</li> <li>Internal communications activities and engagement sessions</li> <li>Performance and development discussions</li> </ul>	<ul style="list-style-type: none"> <li>Health, safety and well-being</li> <li>Career growth and development</li> <li>Employee welfare and engagement</li> <li>Ethical culture</li> </ul>	<ul style="list-style-type: none"> <li>Launched quarterly 'Eat with Family Day' initiative to promote well-being</li> <li>Enhanced career development support with training resources</li> <li>Regular updates on company direction and sustainability plans</li> <li>Reinforce ethical practices through internal communications</li> </ul>
Clients	<ul style="list-style-type: none"> <li>Regular progress meetings</li> <li>Ad hoc online and offline communications</li> <li>Quarterly GGC Insights events and podcasts</li> <li>Post-training/workshop surveys</li> </ul>	<ul style="list-style-type: none"> <li>ESG training and capacity building</li> <li>ESG compliance and reporting</li> <li>Diversity and Equal Opportunity</li> <li>Environmental performance (Greenhouse Gas Emissions, Energy Management and Waste Management)</li> </ul>	<ul style="list-style-type: none"> <li>Deliver tailored ESG/Sustainability trainings and workshops</li> <li>Train and educate clients on ESG topics</li> <li>Recommend best ESG practices based on client profiles</li> <li>Foster long-term partnerships to embed sustainability into business strategy</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>Ad hoc online and offline communications</li> <li>Quarterly GGC Insights events and podcasts</li> <li>Seminars and conferences</li> </ul>	<ul style="list-style-type: none"> <li>Joint sustainability initiatives</li> <li>Knowledge sharing</li> <li>Long-term value creation</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration on sustainability projects with shared impact goals</li> <li>Facilitate knowledge-exchange through multiple events and platforms</li> <li>Demonstrate how sustainability efforts contribute to long-term business resilience and value creation</li> </ul>
Government Agencies & Industry Associations	<ul style="list-style-type: none"> <li>Consultations with regulators and government agencies</li> <li>Representation at industry forums</li> <li>Seminars and conferences</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory requirements</li> <li>Sustainability policies and industry best practices</li> <li>Regulatory development towards a low-carbon economy</li> </ul>	<ul style="list-style-type: none"> <li>Engage with sustainability-focused industry associations such as EnterpriseSG and the Singapore Business Federation to share best practices and drive collective progress</li> </ul>
Non-Governmental Organisations	<ul style="list-style-type: none"> <li>Monthly conferences, seminars and webinars</li> <li>Representation at global reporting organisations</li> <li>Pro-bono speaking/mentoring engagements</li> </ul>	<ul style="list-style-type: none"> <li>Corporate advocacy for sustainability</li> <li>Societal impact and community engagement</li> </ul>	<ul style="list-style-type: none"> <li>Advocate for societal change aligned with sustainability goals</li> <li>Provide pro-bono speaking/mentoring engagements with non-governmental organisations (NGOs) and Institute of Higher Learnings (IHLs)</li> </ul>
Trainers and Vendors	<ul style="list-style-type: none"> <li>Adhoc online and offline communications</li> <li>Quarterly trainers' appreciation dinner</li> <li>Tender processes</li> </ul>	<ul style="list-style-type: none"> <li>Education and awareness on sustainability</li> <li>Industry insights and latest trends</li> <li>Long-term partnership and value creation</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate to raise sustainability awareness and education within communities</li> <li>Establish long-term partnerships with trainers and vendors</li> </ul>

# Our Sustainability Strategy: Material Matters

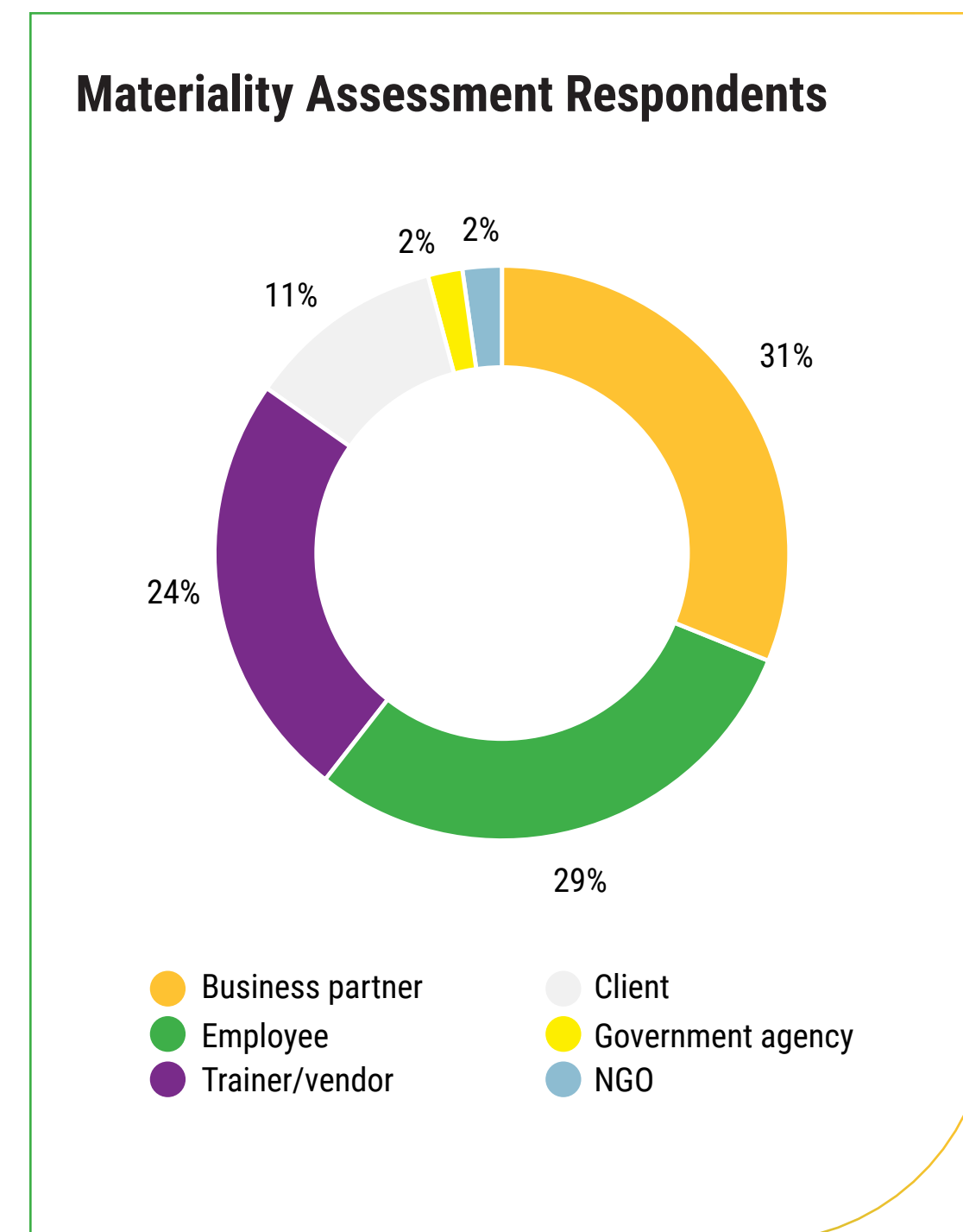


# Materiality Assessment

In 2024, GGC conducted its first materiality assessment using a structured four-step approach of

1. **Identifying** relevant ESG topics
2. **Prioritising** material topics through a stakeholder survey
3. **Validating** of the topics by our management team, and
4. **Integrating** the material topics into GGC's strategic planning, stakeholder communications, and internal policies

Through this process, we identified 6 ESG topics most relevant to our business operations and stakeholders. These topics will be reviewed annually to ensure continued alignment with evolving global trends and our business priorities.



Pillars	Environment	Social	Governance
Material Topics	<ul style="list-style-type: none"> <li>Resource Management</li> </ul>	<ul style="list-style-type: none"> <li>Employment</li> <li>Employee Health and Well-being</li> <li>Training and Education</li> </ul>	<ul style="list-style-type: none"> <li>Professional Integrity and Ethics</li> <li>Data Security</li> </ul>
Responding to UN SDGs	  	   	

# Our Approach

As an organization whose core services revolves around sustainability, GGC recognizes our responsibility to lead by example. We are dedicated to empowering clients and learners to implement authentic and practical sustainability solutions that create, lasting positive impact. At the same time, we walk the talk by embedding sustainability within our own operations. Our sustainability strategy is built around three pillars:

Environment	Social	Governance
<p>We are actively driving the transition to a sustainable future by guiding and equipping businesses and our ecosystem while doing so for our own operations as well.</p>	<p>We place high value on the engagement, well-being and development of our workforce. By fostering a supportive and inclusive culture, we seek to ensure that our people feel valued and empowered.</p>	<p>We uphold the highest standards of professional integrity and ethics, alongside robust data security measures, ensuring transparency, accountability, and trust in all our practices and client engagements.</p>

# Our Goals and Targets

## Environment

Goal	Target Year
<b>Resource Management</b>	
Engage with our coworking space operator to understand the current initiatives on energy efficiency and waste management	2025
Ensure all newly purchased office equipment meets Energy Star or equivalent energy efficiency standards	2025
Purchase verified Renewable Energy Certificates (RECs) to match 100% of electricity consumption across all offices	2030
Establish internal sustainability guidelines for business travel and procurement	2030
Develop and implement internal 3R (Reduce, Reuse, Recycle) guidelines in alignment with the National Environmental Agency (NEA)'s Zero Waste Masterplan	2030
Eliminate the use of single-use plastics across all office operations and events	2030

## Social

Goal	Target Year
<b>Employment</b>	
Conduct annual employee engagement surveys to track job satisfaction and engagement levels	Annually
Update the non-discrimination clause in the Employee Handbook to align with the Workplace Fairness Act	2025
Establish a formal ESOP programme for full-time employees	2025
Ensure all employees complete unconscious bias and Diversity, Equity and Inclusion (DEI) training	2030
<b>Employee Health and Well-being</b>	
Develop and implement a structured Employee Health & Well-being programme	2030
<b>Training and Education</b>	
Conduct annual performance and career development reviews for all full-time employees	Annually
Perform individual training needs analyses for all full-time employees to guide learning and development plans	Annually

## Governance

Goal	Target Year
<b>Professional Integrity and Ethics</b>	
Develop and publish a publicly available Ethics Policy	2025
Establish a formal and confidential reporting mechanism for ethical breaches	2025
Conduct an ethics-focused risk assessment for all client-facing employees , to be reviewed annually	2030
<b>Data Security</b>	
Establish a structured incident response process to effectively report and manage security breaches	2025
Conduct cybersecurity maturity assessments annually, implementing improvements based on findings	2030
Achieve zero regulatory fines or non-compliance notices related to the Personal Data Protection Act (PDPA) and other relevant data security regulations	2030

# Environment

## Resource Management

As a firm that delivers integrated sustainability solutions, we place an emphasis on understanding and mitigating the impact our business has on the planet. Our material topic of Resource Management focuses Our Carbon Footprint and Waste Management

## Our Carbon Footprint

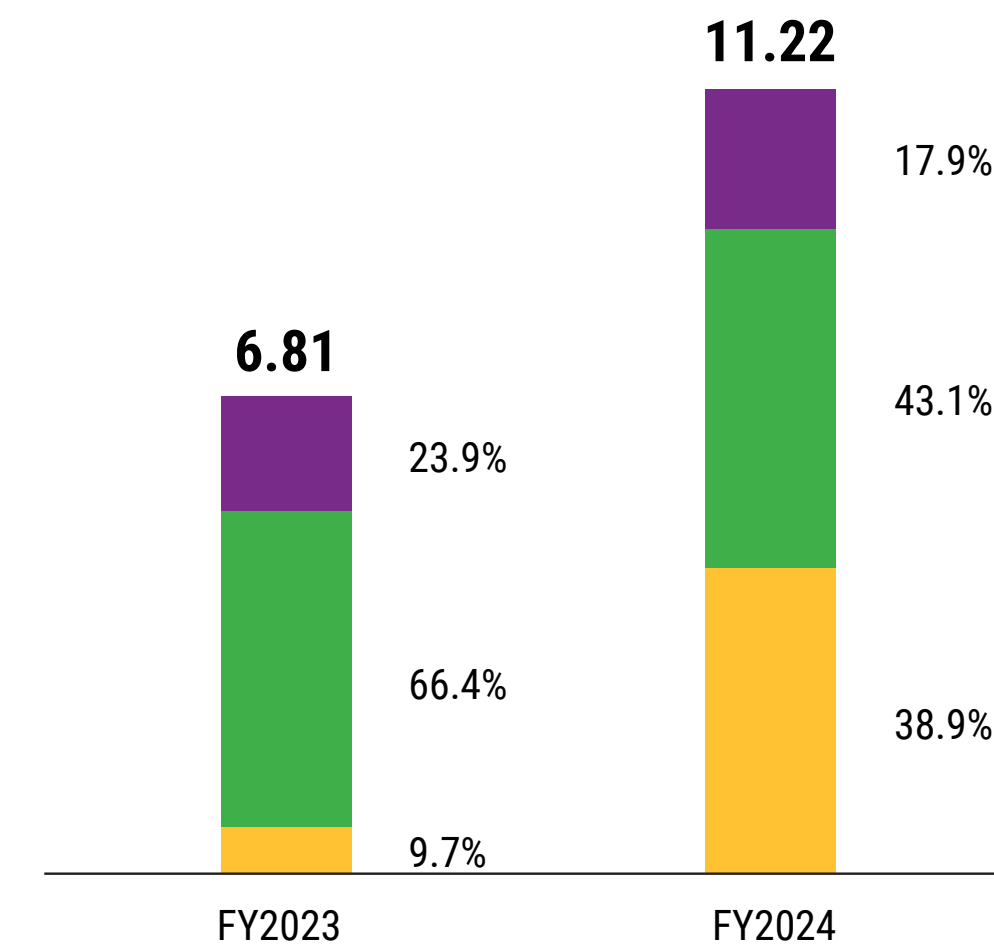
We are committed to tracking our carbon footprint and identifying emission hotspots. Our reporting is in accordance with the GHG Protocol.

Our overall emissions increased from 6.81 tCO<sub>2</sub>e in FY2023 to 11.22 tCO<sub>2</sub>e in FY2024. This was primarily driven by our FY2024Q2 expansion into a second office due to headcount growth. As this new space lacked metered electricity, consumption was estimated using the area method, yielding an atypically high figure that significantly inflated our FY2024 Scope 2 emissions. Looking ahead, we anticipate a reduction in Scope 2 emissions as we consolidate operations into a single, larger office at our first site.

Looking forward, we anticipate a reduction in scope 2 emissions, as we have secured a larger office space at our first site situated in a Green Mark Platinum Super Low Energy building and will be consolidating our operations into a single location there.

We do not have any Scope 1 emissions.

## YoY Change in GHG Emissions (tCO<sub>2</sub>e)<sup>1</sup>



- Scope 3 – Employee commuting
- Scope 3 – Business travel
- Scope 2 – Electricity

1. Our emissions are reported solely for our Singapore operations across both financial years. Emissions from Malaysia are excluded due to immateriality, as our first headcount there only commenced in FY24Q3. We currently have no headcount or associated emissions in Hong Kong.

## Our Key Management Strategies

### Electricity

The nature of our lease constrains our direct control over energy efficiency measures. However, we are actively engaging with our landlord to understand and support existing and upcoming building-wide energy efficiency initiatives.

### Business Travel

Recognizing that business travel remains essential, we seek to mitigate our environmental footprint through balancing virtual and in-person meetings, with face-to-face interactions reserved for situations offering clear added value. Additionally, our travel guidelines promote the use of public transportation for trips to accessible venues.

### Employee Commuting

Our hybrid working environment provides employees with flexible remote work options, simultaneously boosting work-life balance and lowering our transportation-related GHG emissions.

# Environment

## Waste Management

As a small enterprise, we are limited in our ability to allocate resources to perform data collection on the office waste we generate. Instead, we place a greater emphasis on our procurement practices to minimize the waste we generate.

Measures that we undertook in FY24 include:

- Reduce our purchase of brand new electronics by using perfectly-functional pre-owned monitors and television screens
- Reduce the printing of physical business cards by implementing digital business cards
- Invest in longer-lasting and higher quality fabric banners designed for repeated usage
- Select caterers who provide bio-degradable cutlery where possible
- Encourage participants of our training programme to bring their own bottles
- Minimise waste of unused clothing by only ordering company-branded t-shirts in small batches on-demand
- Based our main office in a co-working space to promote the efficient use of shared resources



# Social

As a training and advisory business, our employees are central to our ability to create impact for our learner and clients. The Talent pillar covers our material topics of Employment, Training and Education and Employee Health and Wellbeing to showcase our efforts to nurture and develop our workforce.

## Employment

### Diversity, Inclusion and non-discrimination

GGC is committed to creating a diverse, equitable and inclusive environment for our people to thrive. No forms of harassment, racism or discrimination is tolerated and this is communicated to all employees through our handbook.

## Positioning for growth

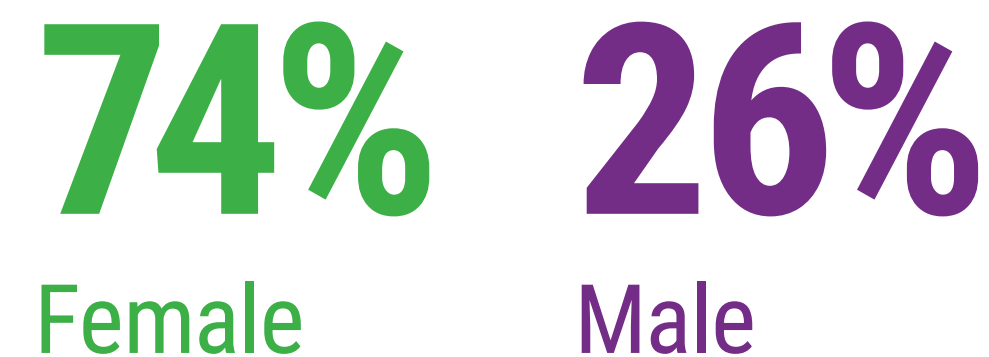
FY2024 was a milestone year for our growing SME. Our expanding organization and ambitious growth trajectory required a robust technology infrastructure to support our future.

By investing in appraisal, HR, and feedback systems to replace manual processes, we've laid a crucial foundation for GGC to effectively manage our talent.

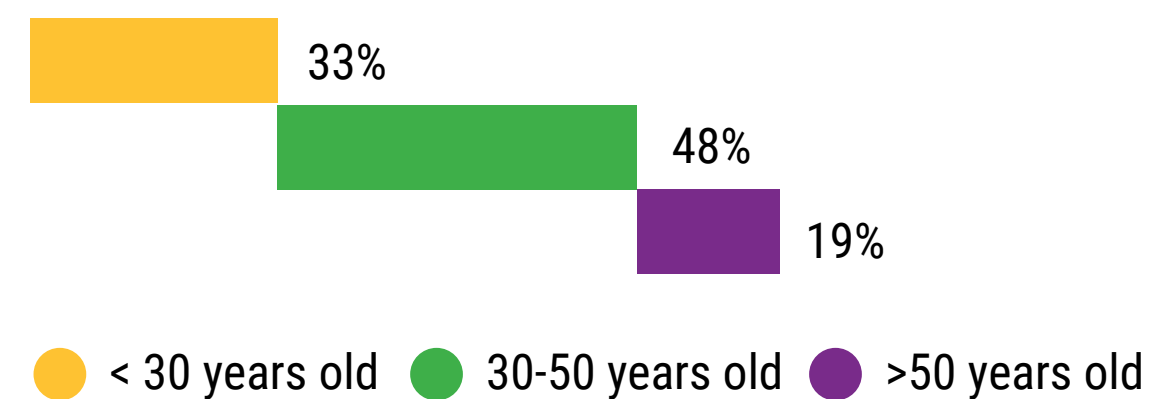
## Building a Culture of Shared Ownership

GGC aims to implement an Employee Stock Ownership Plan (ESOP) by FY25 to deepen our employees' connection to the company's success. By providing a direct stake in our growth, we seek to foster a stronger sense of ownership, commitment, and shared prosperity. This initiative will not only motivate our team to drive performance and innovation but also reward their invaluable contributions, ensuring that as GGC thrives, so do those who make it possible.

### Gender



### Age



# Social

## Training and Education

Due to our growing headcount in FY24, we formalized annual performance appraisals to enhance oversight of our employees' career development.

Recognizing the constant change in our industry, training is prioritised as a cornerstone of employee development. Individualised training plans are tailored based on career aspirations and growth paths, empowering our people to reach their full potential. Staff are supported through course-fee sponsorships and time-off when they pursue trainings or accreditations approved by management.

# 7.6h

## Average training hours per employee in FY2024

Courses attended:

- GRI
- Green Compass
- TTT Certification

## Employee Health and Well being

Our commitment to creating positive impact begins with the health and well-being of our people. We strive to cultivate a harmonious work environment that prioritizes both productivity and holistic well-being.

Recognizing the diverse personal and family situations of our employees, flexible work arrangements are available to everyone.

All full-time confirmed employees are provided with medical and dental insurance, marriage leave and compassionate leave.

## Employee satisfaction and engagement

Our staff appraisal process includes questions on employee satisfaction and engagement, and we're currently exploring ways to enhance this understanding, such as conducting a dedicated annual employee engagement survey.



# Governance

Trust is the bedrock of all our relationships. This section details our unwavering commitment to upholding the highest standards of Professional Integrity and Ethics and our robust Data Security measures.

## Professional Integrity and Ethics

In FY24, we published our Employee Handbook to formally include the following governance policies:

- Our ethics policy establishes the business behaviour expected of all staff and contractors of GGC. With a strong emphasis on honesty and integrity that starts from the top, the policy covers corruption and conflict of interests while specifying the conduct that we believe is essential for the firm to deliver a positive impact
- As part of our work with our clients, confidential information may be provided to us. Our non-disclosure policy outlines the level of care that all employees should treat such information
- Our employee grievance procedures and whistleblowing system provide for confidential reporting, including anonymity for whistleblowing cases

## Data Security

We are committed to protecting all personal and proprietary data entrusted to us by our stakeholders and partners in the course of our collaborations. To safeguard our data and IT systems, our IT vendor adopts the following approach:

- Continuous risk assessment framework that includes vulnerability scanning, threat intelligence monitoring, and incident response planning
- Alignment with CIS (Center for Internet Security) Controls

Our data protection policies align with the Personal Data Act in each of our country of operations emphasising data minimization, lawful processing, secure storage and defined retention schedules.



Singapore Institute of Management (SIM) and GGC formalise a strategic partnership through an MOU to combine expertise and resources in driving impactful initiatives that advance sustainability, foster innovation, and cultivate a greener future.

# Appendix



# Performance Data

## Social

### Employees by employment type and gender (FY24)<sup>1</sup>

	Male	Female	Total
Full-time	4	14	18
Part-time	3	6	9
<b>Total</b>	<b>7</b>	<b>20</b>	<b>27</b>

### Percentage of management and non-management employees, by gender (FY24)

	Management	Non-management
Female	100%	70%
Male	0%	30%

### Percentage of management and non-management employees, by age group (FY24)

	Management	Non-management
Under 30 years old	0%	39%
30-50 years old	25%	52%
Over 50 years old	75%	9%

### New hires by gender, by gender & age group (FY24)

	Male	Female	Total
Under 30 years old	4	5	9
30-50 years old	3	10	13
Over 50 years old	0	5	5
<b>Total</b>	<b>7</b>	<b>20</b>	<b>27</b>

### Full-time employee turnover by gender & age group (FY24)

	Male	Female	Total
Under 30 years old	0	0	0
30-50 years old	0	1	1
Over 50 years old	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>

### Total hours of training for full-time employee, by gender (FY24)

	Management	Non-management
Female	56 h	42 h
Male	32 h	0 h <sup>2</sup>
<b>Total</b>	<b>88 h</b>	<b>42 h</b>

## Environment

### Energy Consumption (kWh)

	FY23	FY24
Total electricity consumption	1,600.99	1,0604.14

### Greenhouse Gas Emissions (in tCO<sub>2</sub>e)

Category	FY23	FY24
Scope 1	N/A	N/A
Scope 2 (location-based)	0.66	4.37
Scope 3		
Business Travel	4.52	4.84
Employee Commuting	1.63	2.01
<b>Total emissions (location-based)</b>	<b>6.81</b>	<b>11.22</b>

## Governance

### Professional Integrity and Ethics

	FY23	FY24
Total number of non-compliance with laws and regulations	0	0
Total number of reported ethical breaches	0	0
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	0	0
Total number of corruption incidents	0	0

### Data Security

	FY23	FY24
Total number of substantiated complaints received concerning breaches of customer privacy	0	0
Total number of data breaches	0	0

<sup>1</sup> The numbers reflect total individuals employed over the course of FY2024

<sup>2</sup> As our current full-time male employees were mainly confirmed in the 2nd half of FY24, their training plans were mapped out for FY25

# GRI Content Index

<b>Statement of use</b>	Global Green Connect Pte. Ltd. has reported with reference to the GRI Standards for the period 1 Jan to 31 Dec 2024
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI sector standards</b>	Not applicable

Disclosure No.	Disclosure Title	Our Response
<b>GRI 2: General Disclosures</b>		
2-1	Organizational details	Table of contents (page 2)
2-2	Entities included in the organization's sustainability reporting	Table of contents (page 2)
2-3	Reporting period, frequency and contact point	Table of contents (page 2)
2-4	Restatements of information	Not applicable
2-5	External assurance	Table of contents (page 2)
2-6	Activities, value chain and other business relationships	About GGC (page 4) Our Impact in Numbers (page 5)
2-7	Employees	Performance Data – Governance (page 18)
2-16	Communication of critical concerns	Governance (page 16)
2-22	Statement on sustainable development strategy	Statement from the CEO (page 3)
2-23	Policy commitments	Governance (page 16)
2-27	Compliance with laws and regulations	Performance Data – Governance (page 18)
2-28	Membership associations	About GGC (page 4)
2-29	Approach to stakeholder engagement	Stakeholder Engagement (page 7)
<b>GRI 3: Material Topics</b>		
3-1	Process to determine material topics	Materiality Assessment (page 9)
3-2	List of material topics	Materiality Assessment (page 9)
<b>GRI 205: Anti-corruption</b>		
3-3	Management of material topics	Governance (page 16)
205-3	Confirmed incidents of corruption and actions taken	Performance Data – Governance (page 18)
<b>GRI 302: Energy</b>		
3-3	Management of material topics	Environment (page 12)
302-1	Energy consumption within the organization	Performance Data – Environment (page 18)

Disclosure No.	Disclosure Title	Our Response
<b>GRI 305: Emissions</b>		
3-3	Management of material topics	Environment (page 12)
305-1	Direct (Scope 1) GHG emissions	Environment (page 12)
305-2	Energy indirect (Scope 2) GHG emissions	Performance Data – Environment (page 18)
305-3	Other indirect (Scope 3) GHG emissions	Performance Data – Environment (page 18)
305-4	GHG emissions intensity	Performance Data – Environment (page 18)
<b>GRI 306: Waste</b>		
3-3	Management of material topics	Environment (page 12)
306-2	Management of significant waste-related impacts	Environment (page 12)
<b>GRI 401: Employment</b>		
3-3	Management of material topics	Social (page 14)
401-1	New employee hires and employee turnover	Performance Data – Social (page 18)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social (page 14)
<b>GRI 404: Training and Education</b>		
3-3	Management of material topics	Social (page 14)
404-1	Average hours of training per year per employee	Performance Data – Social (page 18)
404-2	Programs for upgrading employee skills and transition assistance programs	Social (page 14)
<b>GRI 405: Diversity and Equal Opportunity</b>		
3-3	Management of material topics	Social (page 14)
405-1	Diversity of governance bodies and employees	Performance Data – Social (page 18)
<b>GRI 418: Customer Privacy</b>		
3-3	Management of material topics	Governance (page 16)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Performance Data – Governance (page 18)

**Publication Date**

15 October 2025

**Feedback & Contact**

We would like to hear from you! Help us as we seek to improve our sustainability efforts and the quality of our reports. For any questions, suggestions, or to engage further with us on sustainability, please contact us at: [info@globalgreenconnect.com](mailto:info@globalgreenconnect.com)