

# APRO'S SUSTAINABILITY REPORT

01 January 2025 – 31 December 2025



# CONTENT

## OVERVIEW

Our Group

Compliance Reference

Our Business

Deputy Managing Director's Message

Organization Chart

Our Achievements

## DRIVING FORCE

Sustainability Commitment

Sustainability Governance

Sustainability Governance Key Responsibilities

Sustainability Analysis & Assessment

Sustainability Development Goals (SDGs) Contribution

Sustainability Pillars & Material Topics

## MANAGING SUSTAINABILITY

Sustainability Topic 1 – Workplace Safety and Health  
Anti-Harassment & Anti-Discrimination  
Occupational Health & Well-Being

Sustainability Topic 2 – Ethical Business  
Anti-Corruption, Anti-Bribery & Anti-Fraud  
Green Procurement  
Stakeholder's Privacy

Sustainability Topic 3 – Our People  
Diversified Culture (Diversity)  
Competence & Upskilling  
Employee Privileged (Equity)  
Salary Packages

Sustainability Topic 4 – Our Security  
Management of Security Practices  
Human Rights & Labour Practices

Sustainability Topic 5 – Our Environment  
Digitization "Paperless"  
Efficient Resourcing (Electric Vehicles)  
Efficient Resourcing (Bicycles)  
Efficient Resourcing (Surveillance Camera & CCTV Servers)  
Efficient Resourcing (Green Office)

Sustainability Performance Overview  
Governance – Whistleblowing Case, Discrimination case, Harassment Case, Anti-Corruption Complaint, Anti-Fraud Complaint, Anti-Bribery Complaint, Data Protection Breach / Incident, Data Protection Complain

Social – Race, Age, Length of Tenure, Workplace Safety and Health, Service Award, Training

Environment – Vehicle, Surveillance Camera & CCTV, Others

Our Policies  
Quality & Environment  
Workplace Safety, Health (WSH)  
Anti-Corruption, Anti-Bribery & Anti-Fraud Policy  
Physical Security  
Human Rights

Sustainability Reporting Index

Contact Us

# OUR GROUP

## **APRO-ASIAN PROTECTION PTE LTD**

Scope: Provision of Security Services

## **APRO TECHNOLOGY PTE LTD**

Scope: Provision of Physical Security System Installation and Services

## **APRO TRAINING CENTRE PTE LTD**

Scope: Provision of Security Training

# COMPLIANCE REFERENCE

## **SUSTAINABILITY STANDARDS**

Global Reporting Initiatives (GRI) 2021  
Sustainable Developments Goals (SDGs)

## **SINGAPORE LEGISLATIVE**

Private Security Industry Act 2007  
Private Security Industry (Conduct) Regulation 2009  
Workplace Safety & Health Act 2006  
Work Injury Compensation Act 2019

## **SINGAPORE AUTHORITY & GUIDELINES**

Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP)  
Workplace Safety & Health Council (WSHC)  
Ministry of Manpower (MOM)  
Progressive Wage Mark (PWM) Scheme  
Employment Act

## **INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO)**

ISO 9001:2015 Quality Management System (QMS)  
ISO 45001:2018 Occupational, Health and Safety Management System (OHSMS)  
ISO 14001:2015 Environmental Management System (EMS)  
ISO 22301:2019 Business Continuity Management System (BCMS)

# OUR BUSINESS

Established in 1985, APRO commenced business as a premier manpower guarding business owned by 2 multinational giants. The early days were not smooth sailing as the MNCs were not familiar with the local culture and business was on the decline.

APRO was eventually sold to Mr. Bobby Lee who was the General Manager then and it became a 100% Singaporean owned company. With a dedicated team, Bobby managed to turn the business around, growing from a few hundred security personnel to a 1,000+ strong workforce today.

Today, we are one of the leading security companies with various awards such as “The Straits Time Singapore’s Fastest Growing Companies”, the “Financial Times High-Growth Companies Asia-Pacific”, among others.

As we set our sights to the future, we remain steadfast in our commitment to delivering excellent security services as a progressive and forward-thinking company.

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## **Our Vision**

To be the industry’s beacon that uplifts and consistently sets new standards of expertise and integrity.

## **Mission**

To deliver consistent, unparalleled service excellence as security specialists with utmost honesty, professionalism and proficiency.

## **Values**

Service excellence, integrity, respect, empowerment, people-centric

# DEPUTY MANAGING DIRECTOR'S MESSAGE

Dear Stakeholder,

*I am honored to present APRO's 2nd Sustainability Report for Year 2026. As we mark APRO's 40th Anniversary, we are proud to share the progress we have made towards our sustainability agenda.*

*As a trusted security services provider in Singapore, our role as a corporation extends beyond safeguarding the people and property of our clients. We equally regard our role as responsible employers, being considerate to our community and as custodians of our planet. It is with this balanced approach that our business has withstood the test of time, and also how we aspire to the next 40 years.*

*The main thrusts of our sustainability agenda this past year have been as follows:*

- To enhance the well-being, safety and health of our employees as they carry out their duties, recognizing that their contribution lie at the heart of APRO's success.*
- To reduce our environmental footprint by reducing Scope 1 emissions.*
- To improve the transparency and quality of sustainability reporting, as we create a positive impact on environmental, social and governance aspects.*

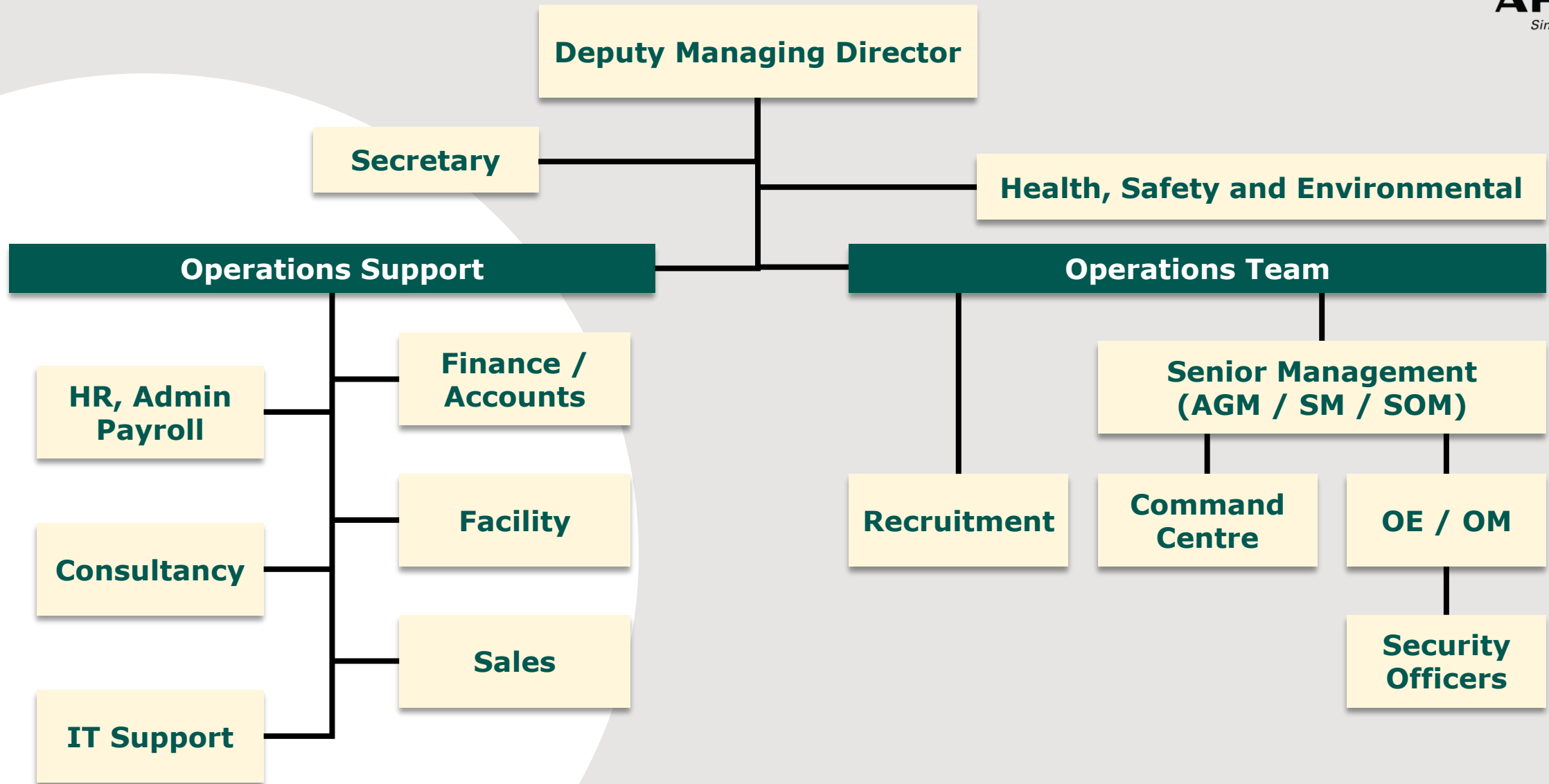
*This report reflects our early steps in our sustainability journey, sharing not only our progress, but also our challenges and aspirations.*



**Li Xiaowen**  
Deputy Managing Director



# ORGANIZATION CHART



# OUR ACHIEVEMENTS



**THE STRAITS TIMES**  
Singapore's Fastest  
Growing Companies 2022

In collaboration with **statista**



**ACCREDITED**  
Management Systems  
Certification Body  
MSCB-154

**ISO 22301:2019 (BCMS) Certified**

**FT FINANCIAL TIMES**  
statista

**HIGH-GROWTH COMPANIES ASIA-PACIFIC 2023**



**CERTIFICATE NUMBER: OSH-24-2683**

**FT FINANCIAL TIMES**  
statista

**HIGH-GROWTH COMPANIES ASIA-PACIFIC 2023**

**SKILLS future**  
Employer Awards

**CERTIFICATE NUMBER: ES-24-2682**

**CERTIFICATE NUMBER: QS-24-2681**

# SUSTAINABILITY COMMITMENT

Responsible business practices require continuous evaluation and improvement. At APRO, we have always embraced Environmental, Social and Governance (ESG) Principles in our operations, believing always that long-term business viability must be underpinned by sustainable business practices. With the global movement in ESG establishing greater structure around measurement and reporting, companies now have a common language to benchmark and improve their performance across various ESG aspects.

In alignment with the emerging global standards around ESG Reporting, APRO has been embarking on aligning the measurement and reporting of our ESG efforts. This will complement our existing efforts in obtaining/maintaining ESG-relevant credentials.

## **Environmental Responsibility**

We are dedicated to reducing our carbon footprint by adopting eco-friendly practices and technologies. Our fleet of vehicles is gradually transitioning to electric models, reducing emissions and promoting cleaner transport. We actively seek energy-efficient solutions for our operations wherever possible.

## **Social Impact**

We prioritize the well-being and development of our employees, ensuring they receive fair wages, a safe working environment, and opportunities for personal and professional growth. We are pleased to achieve the Progressive Wage Mark accreditation by the Ministry of Manpower (MOM).

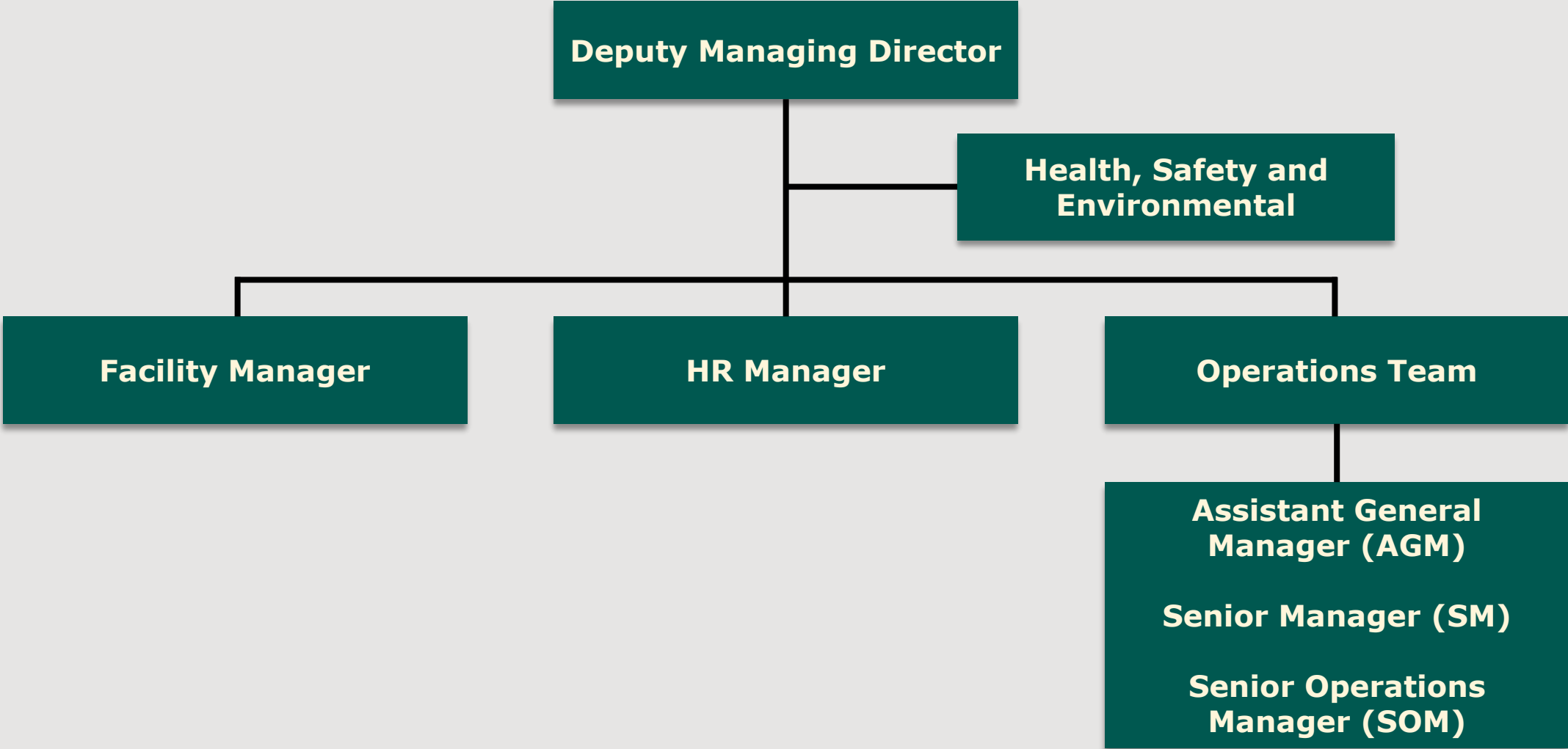
## **Governance Excellence**

We maintain open lines of communication with our clients and partners, fostering trust and accountability. Our management team continually monitors and improves our internal governance processes to ensure that they align with the highest industry standards.

We aim to enhance our sustainability efforts in the years ahead, striving to create a better future and contribute to the society we live in.



# SUSTAINABILITY COMMITTEE



# SUSTAINABILITY COMMITTEE KEY RESPONSIBILITIES

## **MANAGING DIRECTOR / DEPUTY MANAGING DIRECTOR (DMD)**

The Managing Director (or in his absence, the Deputy Managing Director) has the highest authority in the company and holds ultimate responsibility for all aspects of the company management and operations, which includes:

- a. Formulate short- and long-term plan for the company; and
- b. Plan and formulate company's business, risk management and sustainability strategies and budget.

## **Assistant General Manager (AGM) / Senior Manager (SM) / Senior Operation Manager (SOM) – Collectively referred as “Managerial”**

The managerial work closely and report all information to the DMD. The managerial shall manage the day-to-day business activities and review the assessment required by the customers.

## **HR MANAGER (SOCIAL)**

The HR Manager is responsible in driving the company's sustainability agenda by effectively communicating sustainability practices across all departments.

In addition, the HR Manager provides vital support to the Sustainability Committee, ensuring that departmental actions align with the organization's overall sustainability objectives.

## **HEALTH, SAFETY AND ENVIRONMENTAL (HSE)**

The HSE plays a key role in supporting the DMD, Managerial and HODs in all aspects related to Environmental, Social and Governance (ESG) initiative.

## **FACILITY MANAGER (ENVIRONMENTAL)**

The Facility Manager oversees the company's facility and logistic operations, including vehicles, printers, shelving, lighting and other equipment, while ensuring procurement prioritizes environmentally friendly products.

# SUSTAINABILITY ANALYSIS & ASSESSMENT



## RESEARCH:

The Sustainability Committee began its research on the security market in Singapore to achieve a better understanding on the sustainability matters. Through our thorough research, we identified the relevant standards and guidelines to reference.

## ENHANCING KNOWLEDGE & COMPETENCY:

To broaden our insights into sustainability matters, stakeholders have encouraged individuals to participate or attend in sustainability reporting courses and workshops.

## RESOURCES GATHERING & IMPACT RANKING




The Sustainability Committees convened to discuss the selection of standards and guidelines for compliance. After thorough deliberation, we decided to reference from GRI Standard, Sustainable Development Goals (SDGs), as well as our certified ISO standards, specifically on clause 4 - organization context, and clause 6 - risk and opportunities, for identifying the impacts on our business operation.

In addition, our discussion led the compilation list of at least 25 sustainability topics, relevant to our industry. However, we narrowed this down to 15 key topics (GRI + SDGs), as we determined that they have the most significant impact on our organization.



## STAKEHOLDER ENGAGEMENT, VALIDATION AND APPROVAL

The Sustainability Governance members from various departments were presented with the 15 sustainability topics by the committee for further validation and approval.



# SDGS CONTRIBUTIONS

SDGS STANDARD & TARGET*	SDG INDICATORS	OUR CONTRIBUTIONS
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p><b>3.3</b> By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and communicable disease.</p>	<p>We promote a healthy and safe workplace environment by offering annual health screening, daily cleaning and disinfection, flexible work-from-home arrangements, sick leave, team bonding activities, and safety management measures including both pandemic period and post-pandemic period.</p>
 <p><b>4</b> QUALITY EDUCATION</p>	<p><b>4.4</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p>We keep an open-mind to create opportunities for individuals interested in joining the security industry. In addition, we support skill and competency development by providing relevant training.</p>
	<p><b>4.7</b> By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development</p>	<p>We engage employees in sustainable development by communicating our ESG-related policies, values, and practices through training, courses and operational guidance with the support of our sustainability committee.</p>
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>	<p>We provide wages aligned with Singapore Progressive Wage Model (PWM), based on individual's competency and experience. This ensures fair recruitment practices and equal opportunities for all.</p>
	<p><b>8.6</b> By 2020, substantially reduce the proportion of youth not in employment, education or training.</p>	<p>We maintain an open-minded hiring approach by welcoming individuals aged 18 and above who are licensed by the Singapore Police Force to serve as security officers.</p>

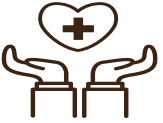

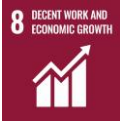






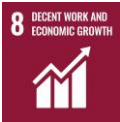


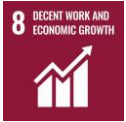


# SDGS CONTRIBUTIONS

SDGS STANDARD & TARGET*		SDG INDICATORS	OUR CONTRIBUTIONS
	<b>8.7</b>	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.	In accordance with Singapore legislation, the minimum age to be employed as a Security Officer is 18, and individuals must hold a valid license issued by the Singapore Police Force. We strictly prohibit forced labour, slavery, and human trafficking, and uphold these principles through our established Human Rights Policy.
	<b>8.8</b>	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	As a legally operating business, we comply with Singapore legislation and adhere to established company policies and our employee handbook to protect the rights and welfare of all individuals under our employment. In addition, we provide safety training and the necessary equipment to ensure their health, safety, and well-being.
	<b>12.5</b>	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	We have adopted green operational practices such as transitioning from paper to digital documentation, recycling uniforms, converting our fleet to Electric Vehicles (EVs), and integrating solar panels with our CCTV systems.
	<b>12.7</b>	Promote public procurement practices that are sustainable, in accordance with national policies and priorities.	Till date, we have procured 15 electric vehicles (EVs) in support of the Singapore Green Plan 2030 and our commitment to sustainable transportation.  Notwithstanding the above, the company currently procures only environmentally friendly paper, printers, and energy-saving lighting from suppliers, supporting environmentally sustainable practices.

# SDGS CONTRIBUTIONS

SDGS STANDARD & TARGET*		SDG INDICATORS	OUR CONTRIBUTIONS
	<b>13.3</b>	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	To support climate change awareness and in alignment with ISO 14001:2015, we communicate our operational processes by conducting risk, impact and opportunity assessments that identify ways to reduce our environmental footprint.
		<b>16.B</b>	Promote and enforce non-discriminatory laws and policies for sustainable development.
<b>16.5</b>		Substantially reduce corruption and bribery in all their forms.	We uphold a zero-tolerance approach towards all forms of unethical conduct, including discrimination in the workplace.
<b>16.6</b>		Develop effective, accountable and transparent institutions at all levels.	We have engaged third party auditors to review our operational compliance and finance practices, ensuring transparency, and to detect any misconduct or process failures.
<b>16.7</b>		Ensure responsive, inclusive, participatory and representative decision-making at all level.	We have fostered a workplace culture that includes representation from diverse age groups and levels within the organization. In addition, we have implemented WSH and Employee Survey Feedback System, and a Whistleblowing Process that encourages individuals to share their insights and innovative ideas for continuous improvement.

# SUSTAINABILITY PILLAR & MATERIAL TOPICS

SUSTAINABILITY PILLARS	GRI STANDARD*	SDGS TARGETS & INDICATORS*	MATERIAL TOPICS
 <p>Workplace Safety</p>	<p>403 – Occupational Health and Safety 2018 406 – Non-Discrimination 2016</p>	   <p>3.3 8.8 16.b</p>	<ul style="list-style-type: none"> <li>• Anti-harassment &amp; Anti-discrimination</li> <li>• Occupational Health &amp; Well-Being</li> </ul>
 <p>Business Ethic</p>	<p>205 – Anti-Corruption 418 – Customer Privacy</p>	  <p>12.7 16.5, 16.6, 16.7</p>	<ul style="list-style-type: none"> <li>• Anti-Corruption, Anti-Bribery &amp; Anti-Fraud</li> <li>• Green Procurement</li> <li>• Stakeholder Privacy</li> </ul>
 <p>Our People</p>	<p>401 – Employment 2016 404 – Training and Education</p>	   <p>4.4, 4.7 8.5, 8.6, 8.8 13.3</p>	<ul style="list-style-type: none"> <li>• Diversified Culture (Diversity)</li> <li>• Competence &amp; Upskilling</li> <li>• Employee Privilege</li> <li>• Salary Packages</li> </ul>
 <p>Our Security</p>	<p>408 – Child Labour 2016 410 – Security Practices</p>	 <p>8.7, 8.8</p>	<ul style="list-style-type: none"> <li>• Management of Security Practices</li> <li>• Human Rights &amp; Labour Practices</li> </ul>
 <p>Our Environment</p>	<p>305 – Emission 2016</p>	 <p>12.5</p>	<ul style="list-style-type: none"> <li>• Reduction of Paper</li> <li>• Energy Efficiency &amp; Carbon Footprint</li> <li>• Waste Management</li> <li>• Green Office</li> </ul>

# SUSTAINABILITY 1 – WORKPLACE SAFETY AND HEALTH



## ANTI-HARASSMENT & ANTI-DISCRIMINATION

APRO strongly prohibits any forms of discrimination or harassment activities within its workplace. To prevent such matters issues from arising, we take proactive measures, including:

- Incorporating non-discrimination and anti-harassment procedure in the employee handbook.
- Provide every employee with the employee handbook on their first day and ensure they are briefed on the contents.
- Published the employee handbook in the HR Software System and making it more accessible.
- Regularly reviewing and updating the handbook to ensure it is updated.

We fostered a culture of inclusion where every individual, regardless of race, religion, creed, gender, age, marital status, or any other status protected by law, is welcomed and encouraged to contribute. We firmly condemn all forms of discrimination, as we believe that everyone is equal and has a valuable role to play in serving and strengthening our community.

Similarly, we embrace open communication and are committed to continuous improvement that can help us grow and evolve together as a strong team. We stand firmly by our principles of “Leave No One Behind” and “Stronger Together”.

## OCCUPATIONAL HEALTH AND WELL-BEING

To ensure employee’s protection and health, we have successfully implemented and certified with the ISO 45001:2018 Occupational Health and Safety (OHS) Management System, as well as achieving the BizSAFE Star certification.

In addition, we rigorously adhere to all Workplace Safety and Health (WSH) legal and statutory requirements. This commitment allows APRO to monitor its OHS objectives and ensure **ZERO** fatalities, incidents, accidents, or near-miss cases.

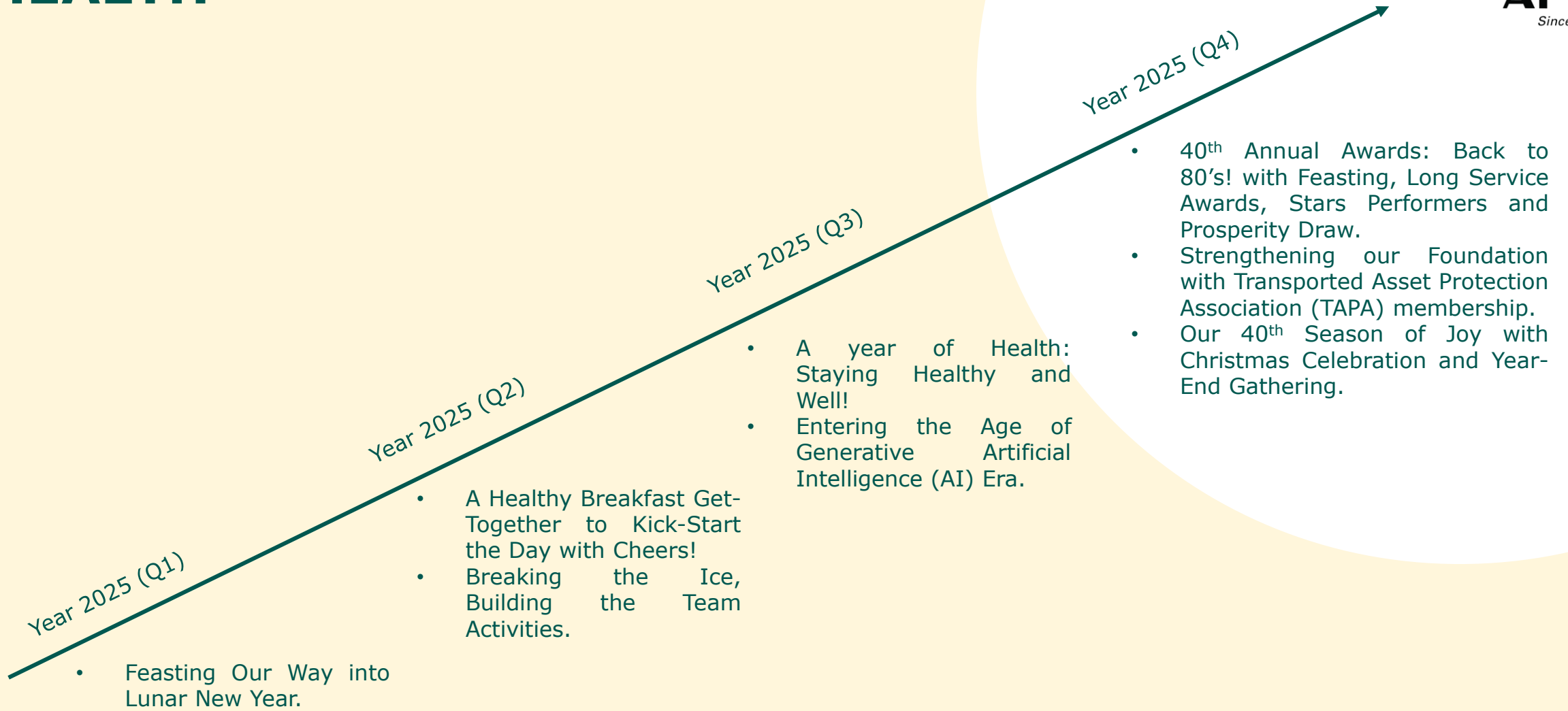
To meet these OHS objectives, we provide essential resources such as training programs, e-learning, drill exercise, risk assessments, toolbox meetings, safe work procedures, and personal protective equipment for our employees. These resources are regularly reviewed to ensure they are up to date and remain relevant to our current organization context.

For instance, we have partnered with Health Promotion Board to promote workplace safety through sessions like “Ergonomics and Pain Management, and Mental Wellness.”

Moving forward, we aim to organize more meaningful activities to further support our workplace camaraderie.

\*See [next page](#) for our workplace camaraderie over the years.

# SUSTAINABILITY 1 – WORKPLACE SAFETY AND HEALTH



# SUSTAINABILITY 2 – ETHICAL BUSINESS

## **ANTI-CORRUPTION, ANTI-BRIBERY & ANTI-FRAUD**

At APRO, the organization addresses its anti-corruption, anti-bribery and anti-fraud initiatives through various channels, including:

- Whistleblowing Statement
- Communication and Training

Although there have been **ZERO** reported cases on corruption, bribery and fraud at APRO, we recognized that such risks remain present within any organization. Our policy serves as both an ethical standard and a constant reminder to all employees that corruption, bribery and fraud are serious offences that will not be tolerated under any circumstances.

Our policy is readily accessible to employees through the employee handbook and company's intranet system. In addition, it is introduced to new employees as part of the staff induction program.

## **GREEN PROCUREMENT**

As part of APRO's commitment to green resourcing, we prioritize the procurement of environmentally sustainable materials and items essential for our business operation.

Since the ISO 14001:2015 Environmental Management System implementation, we have been evaluating our supplier based on specific criteria. Furthermore, we conducted a comprehensive environmental aspect and impact assessment of our operation to identify and mitigate the potential risk that impact our environmental footprint.

## **OUR GREEN EFFORTS**

### Green Technology

Over the years, we have procured laptops based on certain criteria such as energy, materials-usage, security, reliability, durability and the battery used. In addition, we also source for laptops that are certified with energy star and Forest Stewardship Council (FSC). For example, Lenovo ThinkPad E14 Gen 6.

### Green Procurement

Since the introduction of the Energy Label by the National Environment Agency (NEA) of Singapore in 2014, we have made it a priority to purchase only appliances, such as refrigerators and water dispensers, that carry high energy-efficiency ratings. In addition, we procure items, such as printers and paper, from suppliers that promote environmentally friendly and sustainable practices. This commitment reflects our ongoing efforts to support energy efficiency and environmental sustainability.

### Green Vehicle

To support Singapore Green Plan (SGP) 2030 target – "To achieve 100% cleaner energy vehicles by 2040", we have made significant strides in transitioning 15 petrol-powered vehicles to EVs since 2022. Our transition has resulted 56% of our fleet now operates on cleaner energy.

Looking ahead, we aim to replace at least 2 vehicles per year, further strengthening our commitment to sustainability.

### Green Infrastructure

In support of Singapore's objectives to maximize solar panel deployment, organizations are encouraged to contribute based on the scope of its operations.

We have fully integrated solar-powered panels into our surveillance cameras and CCTV servers, which operate entirely on solar energy. To date, we have successfully deployed 1150 solar-powered surveillance cameras and 260 CCTV servers across 206 sites in Singapore (including offshore islands), achieving a 100% implementation rate powered by clean and renewable energy.

# SUSTAINABILITY 2 – ETHICAL BUSINESS



## STAKEHOLDER'S PRIVACY

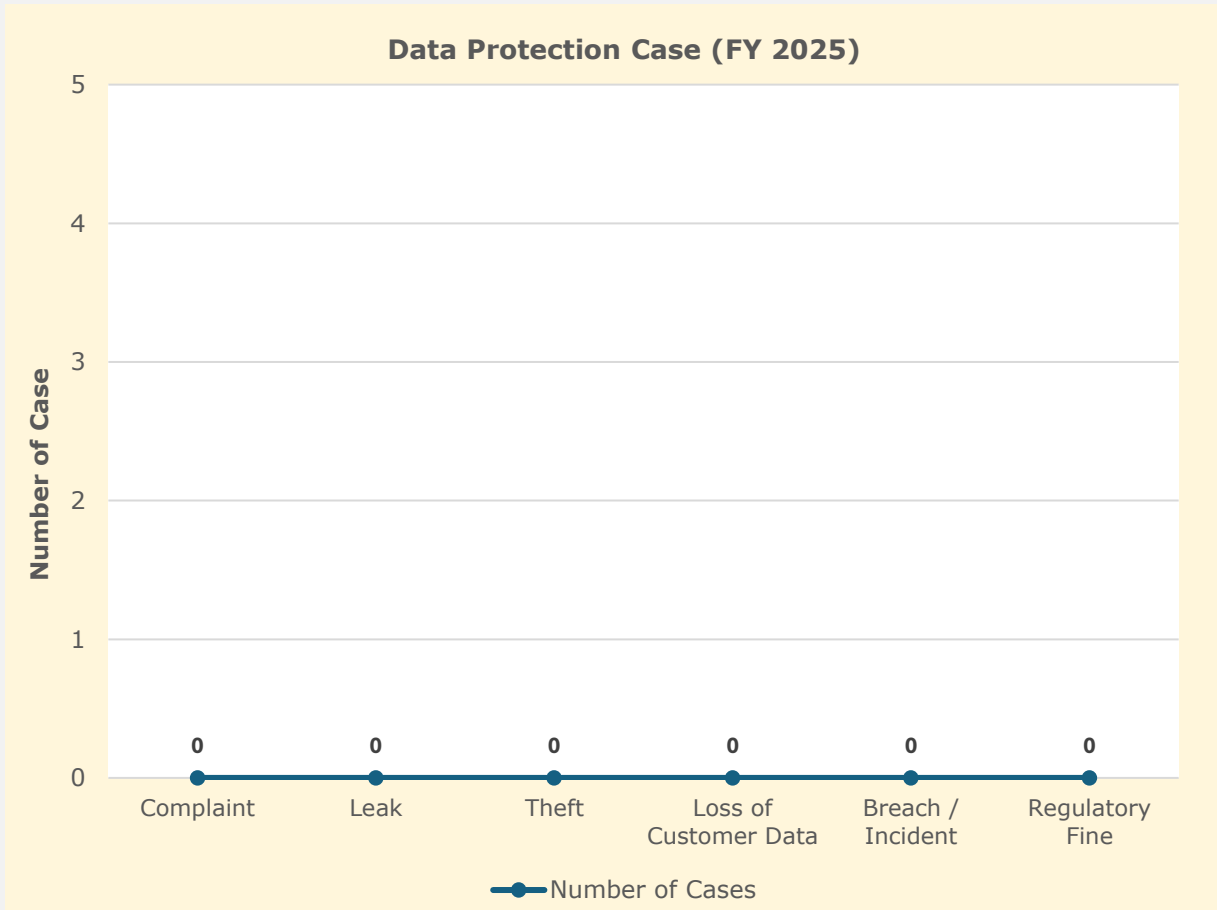
All sensitive information collected, stored and processed by APRO is managed with the utmost rigor. We do not disclose any data without a legitimate purpose, recognizing that unauthorized disclosure can lead to serious legal consequences, such as complaints and regulatory fines. Such incidents could severely damage our brand reputation and erode the trust

our stakeholders place in us. We also acknowledge, that any data incidents such as leaks, thefts or losses, can have significant adverse effects on the individuals involved.

APRO treats all sensitive information with the highest level of care, implementing stringent security measure to the best of our knowledge, ensuring confidentiality and maintaining stakeholder trust.

To support our data management framework, we have established a Data Protection Policy (Internal Use) and Data Protection Notice (Publicly), which clearly outline how data is handled. Besides that, we provide data protection training through our E-Learning platform to ensure employees are knowledgeable and competent in key areas, such as identifying potential phishing emails and safeguarding data transfers over cloud-based systems. Furthermore, our data protection processes are governed by our appointed Data Protection Officer, whose contact information is available on our corporate website.

Complementing these effort, APRO recorded **ZERO** complaint, leak, theft, loss of customer data, breach, incident and regulatory fine in FY 2025. Moving forward, we are committed to maintaining this **ZERO** incident record in FY2026 and further strengthening our data protection methodology.



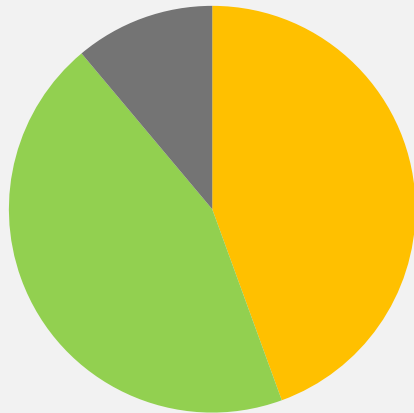
# SUSTAINABILITY 3 – OUR PEOPLE

## DIVERSIFIED CULTURE (MANAGEMENT DIVERSITY)

### Age:

APRO embraces and cultivates a diverse leadership culture across multiple dimensions of its workforce. **Currently, 44.4% of the management team falls within the 30–50 age group, 44.4% within the 51–70 age group, and 11.1% are above 70 years of age.** Having an age diversity, it brings valuable mix of experience and fresh perspectives to decision marking.

Age

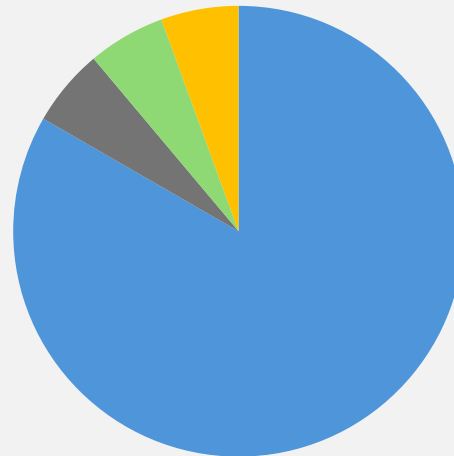


■ 30 to 50 Years Old   
 ■ 51 to 70 Years Old  
■ Above 71 Years Old

### Race:

In addition, APRO is committed to promoting inclusivity by having a team that represents different races and departments. **At present, 83.33% of the management team are Chinese, 5.56% Indian, 5.56% Muslim, and 5.56% from other racial backgrounds.** This diversity fosters racial harmony within the organization.

Race

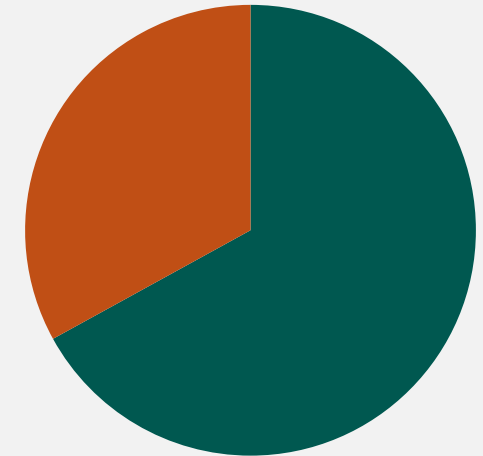


■ Chinese   
 ■ Indian   
 ■ Muslim   
 ■ Other

### Gender:

Despite being diverse in age or race, our team demonstrates gender diversity, with **67% male and 33% female representation.** This mix brings varied perspectives to leadership and supports a more inclusive and balanced decision-making environment.

Gender



■ Male   
 ■ Female

# SUSTAINABILITY 3 – OUR PEOPLE

## DIVERSIFIED CULTURE (OFFICE EMPLOYEES DIVERSITY)

### Age:

Beyond management diversity, APRO promotes inclusivity across the wider workforce by adopting hiring practices that support a broad age range of 20 to 70 years. The office workforce comprises **28% employees under 35, 32% aged 36–50, 32% aged 51–65, and 8% aged 66 and above**, reflecting balanced age representation.

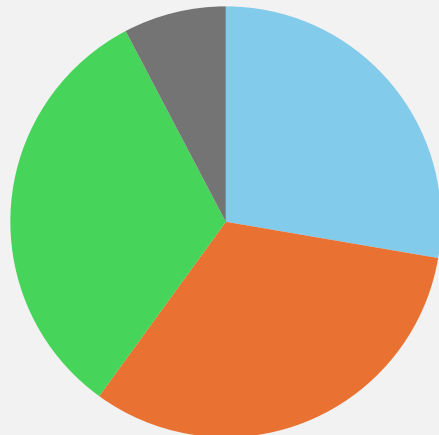
### Race:

APRO is also committed to foster a racially and ethnically diverse workforce. Currently, the workforce comprises **66.2% Chinese, 18.5% Indian, 9.2% Muslim, and 6.2% from other backgrounds**, supporting harmony and equal treatment across the organization.

### Length of Tenure:

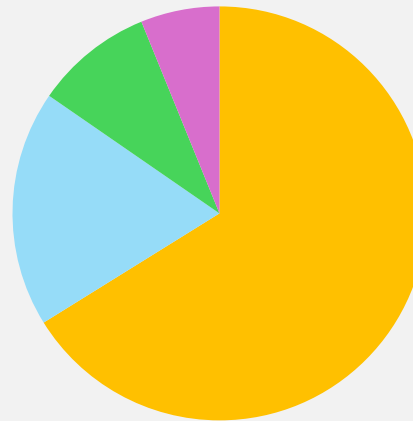
In addition, we strive to retain our employees to support continuity, stability and effective decision making. At present, **66% of our office workers have been with the organization for 0–10 years, 14% for 11–20 years, 12% for 21–30 years, and 8% for over 30 years.**

Age



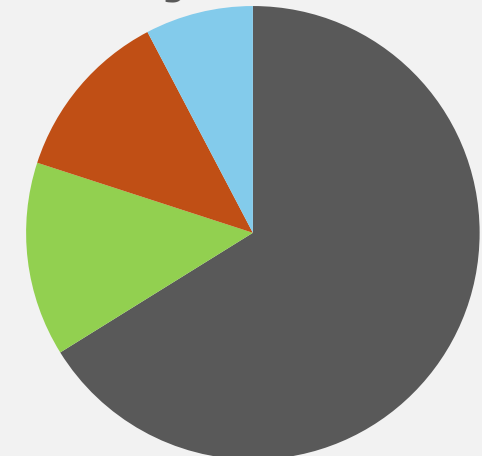
■ Below 35 Years Old    ■ 36 to 50 Years Old  
■ 51 to 65 Years Old    ■ Above 66 Years Old

Race



■ Chinese    ■ Indian    ■ Muslim    ■ Others

Length of Tenure



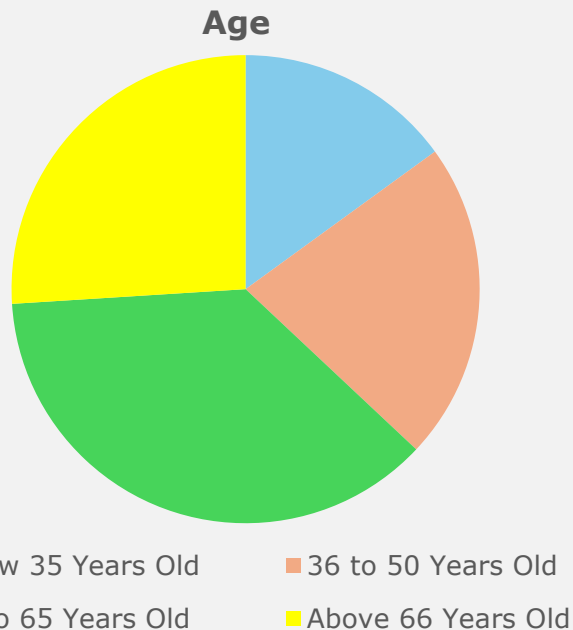
■ 0 to 10 Years    ■ 11 to 20 Years  
■ 21 to 30 Years    ■ More than 30 Years

# SUSTAINABILITY 3 – OUR PEOPLE

## DIVERSIFIED CULTURE (SECURITY OFFICER (SO) DIVERSITY)

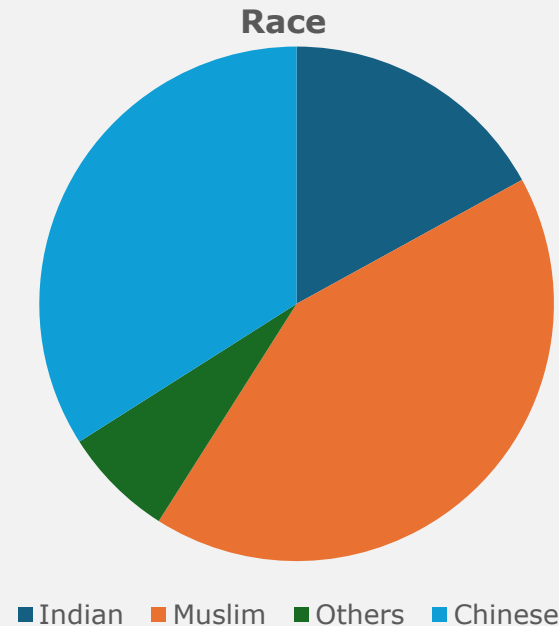
### Age:

Our Security Officer workforce also reflects a diverse age profile. Officers **aged 51 to 65 constitute the largest group at 37%**, followed by those aged 66 and above at **26%**. Officers **aged 36 to 50 make up 22%**, while those under 35 account for **15%**, bringing fresh perspectives and energy.



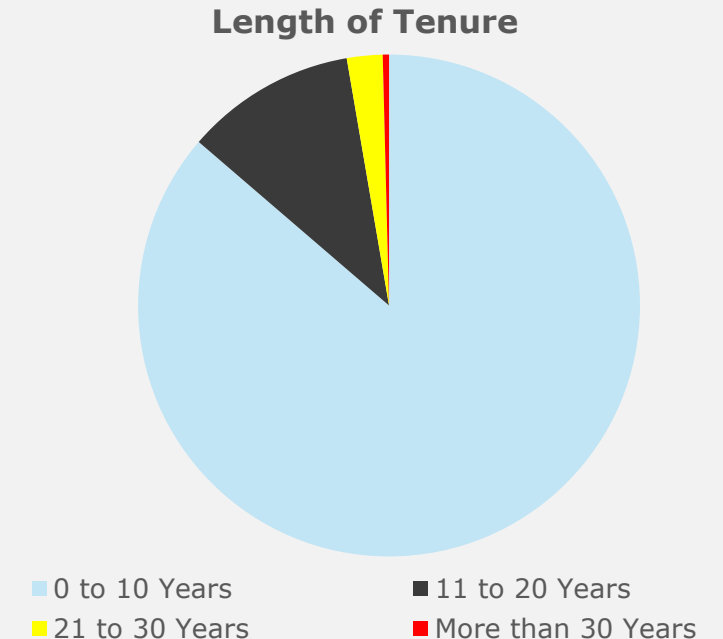
### Race:

In addition, APRO is committed to foster a workforce grounded in racial harmony. Currently, our security officer workforce comprises **34% Chinese, 17% Indian, 42% Muslim and 7% from other backgrounds**. This diversity fosters harmony and promotes equality among all races within the organization.



### Length of Tenure:

Besides, the varied lengths of employee tenure strengthen our governance practices. Currently, **86.3% of our SO have been with the organization for 0–10 years, 11% for 11–20 years, 2.3% for 21–30 years, and 0.4% for over 30 years**. This blend of new and experienced employees supports organizational continuity.



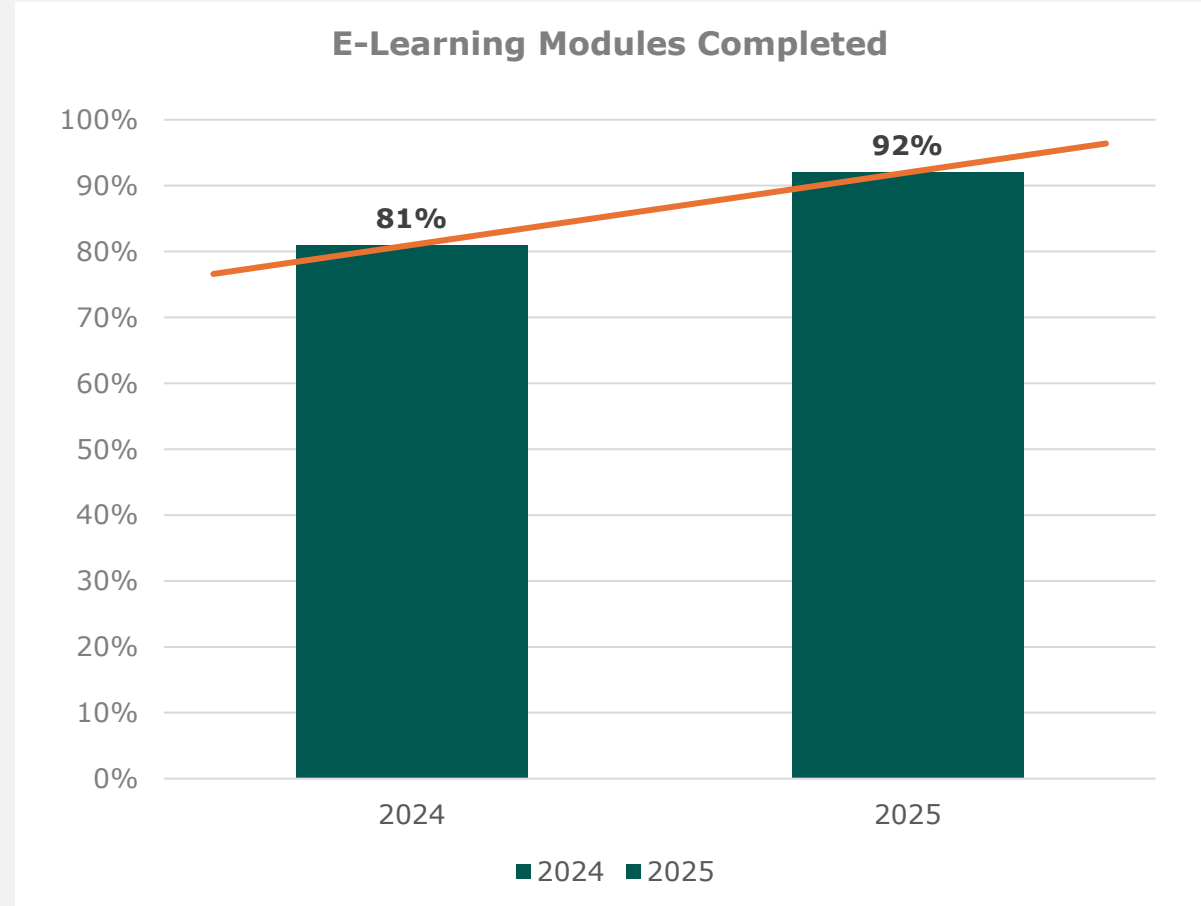
# SUSTAINABILITY 3 – OUR PEOPLE

## COMPETENCE AND UPSKILLING

We encourage and support our employees in investing their time and resources to enhance their skills and knowledge. It is essential for all our security officers to maintain high standards of safety and security practices in the workplace.

Under Singapore context, all security officers are required to complete security training courses accredited by the WSQ. As part of our ongoing commitment to professional development, we have implemented an e-learning programs<sup>1</sup> covering a variety of topics, including real life case studies, to further enhance our security officers' knowledge. Our training equipped the officer to stay relevant and well-prepared when they faced with real life situation.

In addition, we aim to achieve at least 75% of security officers undergo an annual refreshing training modules. In 2025, we successfully **achieved an average of 92% attendance** for each e-learning modules **as compared to 81% in 2024, showing an increase of 11%.**

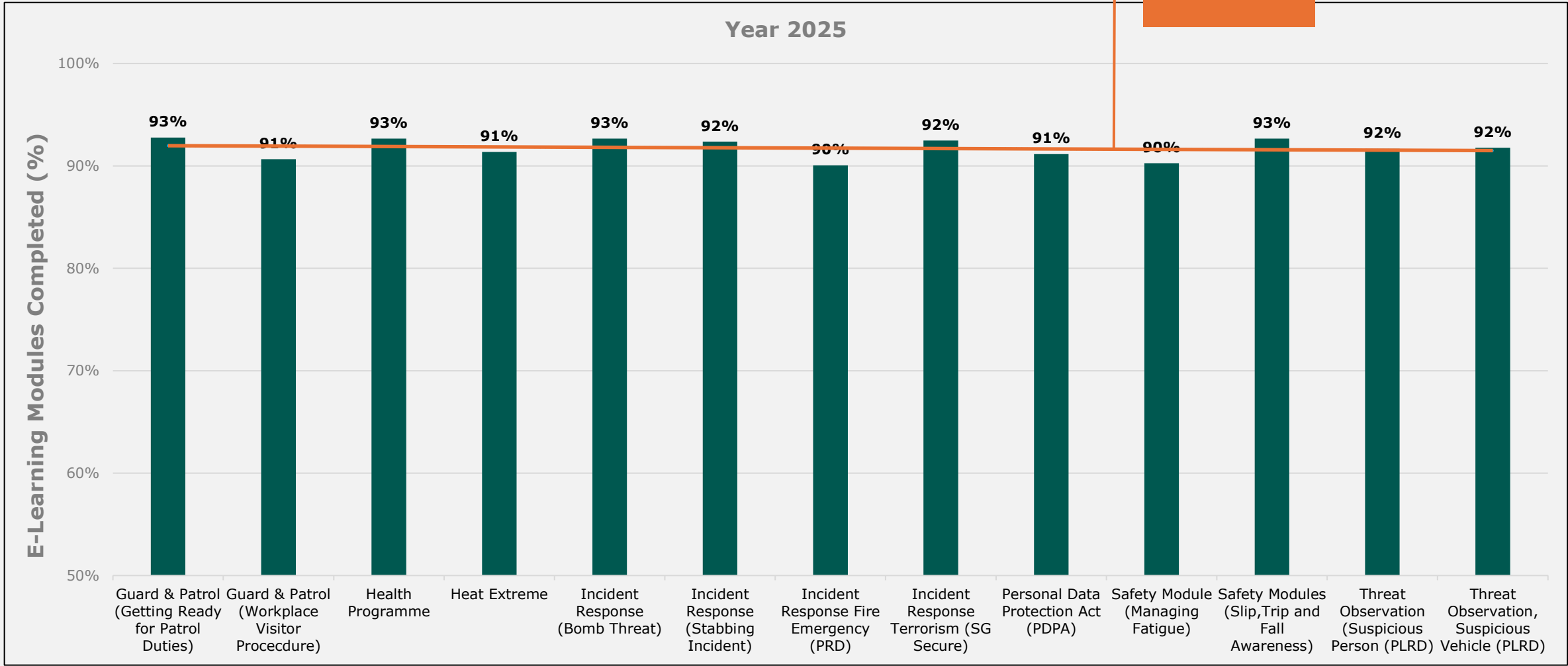


<sup>1</sup> E-Learning Programs includes health program, incident response, threat observation, terrorism, STF and data protection etc.

# SUSTAINABILITY 3 – OUR PEOPLE



## COMPETENCE AND UPSKILLING



<sup>1</sup> E-Learning Programs includes health program, incident response, threat observation, terrorism, STF and data protection etc.

# SUSTAINABILITY 3 – OUR PEOPLE



## EMPLOYEE PRIVILEGE (EQUITY)

As part of our appreciation for our employees, we offer a range of privileges, regardless of race, religion, creed, gender, age, marital status, or any other status protected by law. Our employee privileges includes:

- Workmen’s Injury Compensation Insurance (WICA)
- Medical Benefits
- Annual Medical Health Check-Up
- NTUC Membership
- Long Service Awards
- Gift for Occasion
- Overseas travel
- Fully-sponsored training programs
- Employee Referral Scheme Award

APRO was awarded the “Progressive Wage Mark (PWM) Plus” in 2025, underlining our compliance with the Progressive Wage Credit Scheme and our dedication to fair and equitable compensation.

Our initiatives reflect our belief that equitable treatment extends beyond wages, and into personal development, recognition, and well-being.

## SALARY PACKAGES

APRO has been accredited with the Progressive Wage Mark Certification since 2023, underlining its compliance with progressive wage credit scheme and its dedication to provide fair and equitable compensation. Guided by the Progressive Wage Model for the Security Sector under the Ministry of Manpower, APRO pledged that it will continues to offer attractive salary package to its employees.

Our remuneration policy aspect is clearly outlined in our employee handbook.



# SUSTAINABILITY 4 – OUR SECURITY

## MANAGEMENT OF SECURITY PRACTICES

APRO is a licensed security agency in Singapore for 40 years, specializing in providing security services. Our mission is to foster a workplace culture that is welcoming, nurturing, and empowering, enabling individuals with a shared purpose to thrive together.

We take pride in motivating and training our security officers to become exceptional professionals, consistently upholding service excellence. In accordance with Singapore's practices, all security officers must complete the mandatory trainings under the Progressive Wage Model (PWM) for Security Industry. Our officers undergo comprehensive training, competency assessments, and are thoroughly evaluated by their managers before they begin their duties.

We firmly believe that every officer, regardless of age, religion, race and gender, has unique talents, and we are committed to continuously upskilling them to meet the evolving security needs of our society. See our [website](#) for our Security Trainings!



# SUSTAINABILITY 4 – OUR SECURITY

## HUMAN RIGHTS AND LABOUR PRACTICES

As one of the leading security firms in Singapore, APRO recognizes the importance of promoting positive labour habits and working conditions, while strictly adhering to Singapore's legislation and industry practices.

It is agreeable that fair wages are critical to employees worldwide. In alignment with this, the Singapore Government (Ministry of Manpower – MOM & Tripartite Committee) have established a Progressive Wage Model (PWM) scheme for employer's reference.

To comply with the practices, APRO has revised its wage structure as part of our ongoing commitment to fostering good labour habits. For instance, besides ensuring our security guards are earning at least the minimum stipulated by PWM scheme, we have also adjusted their wages to reflect their experience, skills, knowledge and overall competence. While wages are undeniably a crucial aspect of sound labour practices, APRO also prioritizes other essential factors such as prevention of child labour, reasonable working hours and overtime management. These aspects are clearly outlined in our employee handbook.

Notably in 2024, APRO was awarded the title – **"Brand for Good (Distinction)"** for its high values in social responsibilities, ethical practices and sustainability.

Our human rights policy is published in the company's intranet system, ensuring easy and immediate access for all employees.



# SUSTAINABILITY 5 – OUR ENVIRONMENT

In recent years, APRO has progressively set out Green Initiatives or Programs with an aim to reduce environmental impact. It is our interest that we continue, improve and maintain our environmental sustainability commitment.

## 1) OUR INITIATIVE AND EFFORTS – DIGITIZATION “PAPERLESS”:

### **Electronic Attendance & Pay-Slip**

Security personnel are required to use a Facial Recognition Attendance taking software to clock in and out for their daily attendance taking. The attendance data is then transferred to the payroll system, allowing for the electronic generation of pay-slip.

### **Petty Cash Claims by Officer**

All claims are submitted via Infotech System in claim module and payout are credited via bank transfer.

### **Rostering**

Our roster planning managed through Rostering System as part of our e-communication initiative. In addition, our roster will also be shared to the officers through other communication channels such as emails, phone calls and WhatsApp's.

### **Commercials: Quotations / Purchase Orders / Invoices / Payments / Report Submission**

All documents produced by APRO will be in soft copy. We strongly encourage our customers to practice likewise.

### **Our CARBON FOOTPRINT REDUCTION:**

By implementing these practices, we have successfully digitalized for our 1100 Employees and achieved **saving of at least 40,000 papers per year.**

# SUSTAINABILITY 5 – OUR ENVIRONMENT

## 2) OUR INITIATIVE AND EFFORTS – EFFICIENT RESOURCING (ELECTRIC VEHICLES):

All vehicles utilized for our security operations are expected to have high mileage and maintenance due nature of our business scope. Since electric vehicles (EVs) were introduced on Singapore roads, we have begun to study the viability of converting our (mostly diesel-powered) vehicle fleet to electric, with a view to reducing our Scope 1 emissions in the delivery of security services. In the early stages, we had initially acquired EVs to pilot and evaluate their suitability for security operations.

Today, with advancements in EV technology and as charging infrastructure has proliferated, EVs are integrated into our operations, and already **make up 56% of our clean-energy fleet**. While we continue to retain some diesel-powered vehicles for operational flexibility, we will progressively increase the share of electric variants over the coming years, by replacing at least 2 vehicles to EVs per year, aligning with our corporate ESG commitments

Till date, we have progressively **replaced 15 diesel vehicles to Electric Vehicles (EVs)**.



# SUSTAINABILITY 5 – OUR ENVIRONMENT

## 2) OUR INITIATIVE AND EFFORTS – EFFICIENT RESOURCING (ELECTRIC VEHICLES):

Diesel Vehicles	
Total Quantity	15
Estimated Total Distance Travelled Per Day Per Vehicle – Km	260
Diesel Consumption (Per 100 Km) – L	4.68
Global Diesel Emission Factor – kgCO <sub>2</sub> /L	2.67

Carbon Emission for Diesel Vehicles	
Diesel Consumption (1 Km) – kWh	0.0468
Carbon Emission (1 Vehicle) - kgCO <sub>2</sub> /day	32.49
Carbon Emission (15 Vehicles) - kgCO <sub>2</sub> /day	487.35
Carbon Emission (15 Vehicles) - kgCO <sub>2</sub> /year	177,882.75
Carbon Emission (15 Vehicles) - tCO <sub>2</sub> /year	177.9

### Our CARBON FOOTPRINT REDUCTION:

Our electric vehicles (EVs) are currently deployed across the island, with each vehicle travelling an average of 260 km/day. Based on vehicle specification, a diesel vehicle consumed 4.68L of fuel per 100 km travelled, resulting in an estimated emission of 32.49 kgCO<sub>2</sub>/day (per vehicle).

To reduce our carbon footprint, **15 diesel vehicles were replaced with EVs**. Assuming zero tailpipe emission for EV operations, this transition result in an estimated carbon emission reduction of **487.35 kgCO<sub>2</sub>/day** compared to the equivalent diesel fleet.

On an annual basis, this equates to an estimated **carbon emission reduction of approximately 177.9tCO<sub>2</sub>/year**, based on continuous daily operations.

Therefore, the adoption of electric vehicles is essential for reducing our carbon footprint, as well as minimizing potential waste generated from maintenance servicing sessions.

# SUSTAINABILITY 5 – OUR ENVIRONMENT

## 3) OUR INITIATIVE AND EFFORTS – EFFICIENT RESOURCING (BICYCLES):

Bicycles have been introduced for operational tasks such as patrolling and short-distance travel, including trips to nearby shops during break time. We aim to increase the number of bicycles if they are needed for our upcoming projects.

### **Our CARBON FOOTPRINT REDUCTION:**

This initiative results in **ZERO** carbon emissions during use and simultaneously promotes the physical well-being of our officers.



# SUSTAINABILITY 5 – OUR ENVIRONMENT



## 4) OUR INITIATIVE AND EFFORTS – EFFICIENT RESOURCING (SURVEILLANCE CAMERA & CCTV SERVERS):

The integration of solar power into our security infrastructure represents a core aspect of our ESG initiatives, highlighting our dedication to sustainability and responsible business practices. By deploying solar-powered security equipment across our operations, we are not only enhancing the efficiency and resilience of our systems, but also actively reducing our environmental footprint—contributing to a cleaner, more sustainable future.

**Our CARBON FOOTPRINT REDUCTION:**

Our surveillance camera and CCTV servers previously consumed 338.4kWh of electricity per day, using conventional electricity. With the successful integration of solar-powered security equipment, our security system now operates entirely on 100% solar energy, eliminating the need for conventional electricity. Currently, 1150 solar-powered surveillance camera and 260 CCTV servers have been deployed across 206 locations island-wide (including offshore island), resulting in a **complete offset of 338.4kWh in daily electricity usage.**

	Surveillance Camera	CCTV Server
Total Quantity	1150	260
Power Output – W	10	10
Energy Consumed (Per Day) – kWh/Day	0.24	0.24
[1150 x 0.24 kWh/day] + [260 x 0.24 kWh/day]		338.4 kWh/day

These initiatives underlined our ESG principles, demonstrating how a small operational change can collectively lead to a significant positive impact on our planet, business and country.

# SUSTAINABILITY 5 – OUR ENVIRONMENT

## **5) OUR INITIATIVE AND EFFORTS – EFFICIENT RESOURCING (GREEN OFFICE):**

Besides our commitment to green security operations, we are enthusiastic about extending our sustainability efforts to our office environment. During this period, our sustainability committee have implemented a series of green office initiatives such as:

- Energy-Efficient Lighting - All lights have been replaced with energy-saving light tube.
- Promotion of Eco-Friendly Practices Among Employees - Bring your own cutlery, container and bottle for food takeaway.
- Reduce Paper & Water Usage - A digital Human Resource Management System (HRMS) has replaced paper-based shift reporting and incident logging, achieving zero paper usage. Similarly, appraisals and pay slips have been digitalized for at least 1,100 officers, achieving at least 40,000 papers saved per year. "Save Water" label displayed on the wall for awareness and reminder purpose.

Usage of Recycled Paper - Usage of front and back paper before discarding.

- Recycling Old & Worn-Out Uniforms - Communication to officer has been carried out to return old or worn-out uniforms for recycling.

## **6) OUR INITIATIVE AND EFFORTS – EFFICIENT RESOURCING (WASTE MANAGEMENT):**

All equipment / hardware that has been decommissioned are subjected to a technical assessment for its serviceability and recycling worth. Unserviceable equipment / hardware shall be disposed of via the environmentally friendly channels.

By taking these steps, we aim to create a holistic sustainability culture within our organization, where green values are integrated into every facet of our daily work, further contributing to our ESG Goals and Environmental Stewardship.

# SUSTAINABILITY PERFORMANCE OVERVIEW



## GOVERNANCE

Performance Metric	Units	FY 2024	FY 2025
Whistleblowing Case	Number	0	0
Discrimination Case	Number	0	0
Harassment Case	Number	0	0
Anti-Corruption Complaint	Number	0	0
Anti-Fraud Complaint	Number	0	0
Anti-Bribery Complaint	Number	0	0
Data Protection Breach^ / Incident*	Number	0	0
Data Protection Complain	Number	0	0

\* Incident – Leak; Theft; Losses of Customer Data.

^ Breach – According to PDPA Guidelines and Regulation

# SUSTAINABILITY PERFORMANCE OVERVIEW



SOCIAL				
Performance Metric	Units		FY 2024	FY 2025
Number of Management	Number		10	18
Race				
Chinese	%		70	83.33
Indian	%		10	5.56
Muslim	%		10	5.56
Others (Eurasian etc)	%		10	5.56
Age				
30 to 50 Years Old	%		40	44.44
51 to 70 Years Old	%		60	44.44
71 Years Old and Above	%		-	11.11
Gender				
Male	%		80	67
Female	%		20	33

# SUSTAINABILITY PERFORMANCE OVERVIEW

SOCIAL				
Performance Metric	Units	FY 2024	FY 2025	
Number of Office Employees	Number	69	65	
Race				
Chinese	%	65.2	66.2	
Muslim	%	10.1	9.2	
Indian	%	17.4	18.5	
Others (Eurasian etc)	%	7.2	6.1	
Age				
Below 35 Years Old	%	26	28	
36 to 50 Years Old	%	35	32	
51 to 65 Years Old	%	32	32	
66 Years Old and Above	%	7	8	
Length of Tenure				
0 to 10 years	%	67	66	
11 to 20 years	%	14	14	
21 to 30 years	%	12	12	
More than 30 years	%	7	8	
Gender				
Male	%	55	54	
Female	%	45	46	

# SUSTAINABILITY PERFORMANCE OVERVIEW

<b>SOCIAL</b>				
<b>Performance Metric</b>	<b>Units</b>	<b>FY 2024</b>	<b>FY 2025</b>	
Number of Security Officers (SO)	Number	955	986	
<b>Race</b>				
Chinese	%	35	34	
Muslim	%	18	42	
Indian	%	40	17	
Others (Eurasian etc)	%	7	7	
<b>Age</b>				
Below 35 Years Old	%	15	15	
36 to 50 Years Old	%	21	22	
51 to 65 Years Old	%	39	37	
66 Years Old and Above	%	25	26	
<b>Length of Tenure</b>				
0 to 10 years	%	86.7	86.3	
11 to 20 years	%	10.7	11.0	
21 to 30 years	%	2.3	2.3	
More than 30 years	%	0.3	0.4	
<b>Gender</b>				
Male	%	84	79	
Female	%	16	21	

# SUSTAINABILITY PERFORMANCE OVERVIEW



SOCIAL			
Performance Metric	Units	FY 2024	FY 2025
<b>Workplace Safety and Health</b>			
Total No. Manhours (SO)	Hours	2,998,774	2,760,581
Fatality	Number	0	0
Dangerous Occurrence	Number	0	0
Occupational Disease	Number	0	0
Reportable Incident	Number	18	11
Non-Reportable Incident	Number	0	0
Near-Miss	Number	0	0
Regulatory Fines / Penalties	Amount (\$)	0	0
<b>Service Award</b>			
Long Service Award	Number	251	114
Star Performers	Number	66	67
<b>Training</b>			
At least 75% SO undergo annual refreshing training (Average)	%	81	92

# SUSTAINABILITY PERFORMANCE OVERVIEW



ENVIRONMENT				
Performance Metric	Units	FY 2024	FY 2025	
<b>Vehicle (EV)</b>				
Clean Energy Vehicle	Number	11	15	
Clean Energy Fleet	%	30	56	
Carbon Reduction of our Fleet	tCO <sub>2</sub> /Year	130.4	177.9	
<b>Surveillance Camera &amp; CCTV Servers*</b>				
Total Surveillance Camera & CCTV Server	Number	1410	1410	
Total Surveillance Camera & CCTV Server Locations	Number	206	206	
Carbon Reduction for Total Surveillance Camera & CCTV Server	kgCO <sub>2</sub>	123,516	123,516	
<b>Others^</b>				
Paper Reduction	Number	40,000	40,000	

\* No changes as no. of quantity and equipment used remains similar to Year 2024.

^ No changes as certain processes still requires paper usage.

# OUR POLICIES



## QUALITY AND ENVIRONMENTAL POLICY

As a leading security service provider, APRO are committed to complying with relevant regulatory and customer requirements. In addition, we shall continually improve the effectiveness of our Quality & Environmental Management System.

To achieve this, we shall:

- Translate customer's needs into credible security.
- Recruit and retain good employees.
- Promote professionalism through training and development.
- Provide effective management support.
- Ensure continuous operational readiness.
- Reduce carbon footprint and reduce impact to the environment.
- Comply to applicable legal and client requirement.

# OUR POLICIES

## WORKPLACE SAFETY, HEALTH (WSH) POLICY



APRO acknowledges and accepts its responsibility as an employer to ensure a safe and healthy workplace for its employees, contractors, visitors, and the public (in short “People”) who may be affected by its operations.

The Company is committed in complying to all Workplace Safety and Health (WSH) legal requirements, and other relevant statutory health and safety regulations. We are devoted in maintaining a robust safety program that safeguards the health, safety and security of our People, addressing all potential risks including those arising from terrorism.

Our commitment involves managing and reducing risks through comprehensive risk management practices. We aim to adopt all reasonably practicable measures to eliminate risks and minimizing the potential risk of injury to our People. We also prioritize protecting our assets from any potential damage.

Aligned with this commitment, we strive to reduce and mitigate risk, including those posed by terrorism, by continuously preparing our employee and securing our workplace. We will work closely with interested parties to embrace SGSecure guidelines and will implement necessary control measures to eliminate and minimize safety, health, and security risks.

The Company will ensure that resources are made available for:

1. Plant, equipment and systems of work that are safe and without risks to health;
2. Safe arrangements for the use, handling, storage & transport of articles & substances;
3. A safe place of work with safe access to it and safe egress from it;
4. A positive workplace environment and culture by promoting both mental and physical well-being, while actively preventing discrimination, racism, bullying and harassment;
5. Adequate welfare facilities and arrangements;
6. Sufficient information, instruction, training and supervision to ensure all employees are aware of the hazards at their workplace together with the necessary measures to be taken to protect against these hazards.

# OUR POLICIES



## ANTI-CORRUPTION, ANTI-BRIBERY AND ANTI-FRAUD POLICY

APRO is dedicated to operating its business with honesty and ethically, with a strong focus in preventing corruption, bribery and fraud within the organization. The definition of Corruption, Bribery and Fraud are described as:

- Corruption: Corruptly solicit or receive, or agree to receive for himself, or for any other person, any gratification as an inducement to or reward; Or corruptly give, promise or offer to any person whether for the benefit of that person or of another person, any gratification as an inducement to or reward.
- Bribery: Giving or receiving anything from any person (usually money, a gift, loan, reward, favor, commission or entertainment), as an improper inducement or reward for obtaining business, employment or any other benefit.
- Fraud: Wrongful or criminal deception intended to result in financial or personal gain. It involves intentionally misleading others or providing false information to deceive, manipulate, or exploit them.

APRO has **ZERO tolerance** for corruption, bribery and fraud activities. We highly value INTEGRITY and are committed to build our business with professionalism, equity and fairness. APRO aims to **achieve ZERO cases** for corruption, bribery and fraud across all operations.

This policy applies to all employees and representatives of APRO, who are expected to refrain from any involvement in corruption, bribery and fraud activities, as follows:

- Offering, paying or giving anything of value to any individual in exchange for an unethical gain not outlined in the contract.
- Attempting to mislead or coerce any individual into illegal activities or actions that violate company policy.
- Provide false information to any individual to gain advantage.
- Engaging in fraudulent practices that violate company policies.

APRO will not hesitate to take immediate action to address and remove any employees exhibiting inappropriate behavior, to have a professional and positive ethical work environment.

# OUR POLICIES



## PHYSICAL SECURITY POLICY

APRO is committed to implement appropriate physical security controls to detect and deter physical threats, thereby protecting its people, information, assets, and facilities from unauthorized access, damage, theft or disruption.

This policy establishes the minimum requirements to ensure a safe and secure physical environment in support of business operations. It applies to all employees, contractors and visitors (collectively referred to as 'People') who access or use the organization's facilities and assets. APRO strives to achieve **ZERO incidents** of intrusion, damage, theft and disruption. In alignment with this commitment, we shall implement the following controls:

### Access Control:

- Implement and enforce access control measures to ensure that only authorized personnel are permitted entry into restricted areas.
- All visitors are required to make prior appointments and to be accompanied at all times while within restricted areas.
- Grant access to information and facilities based on defined job roles, with access rights reviewed periodically.

### Surveillance:

- Deploy surveillance systems to monitor facilities and detect suspicious activities, ensuring the safety and protection of the organization's personnel and assets.

### Incident Response:

- Establish and maintain procedures for responding to security incidents, including breaches, thefts, and other emergencies, to minimize damage and support the continuity of operations.

### Compliance

- Ensure adherence to applicable laws, regulations, and relevant standards related to physical security.

# OUR POLICIES

## HUMAN RIGHTS POLICY

APRO pledged to uphold and protect the human rights of all individuals under the name of the company, with the highest ethical standards set forth in our company's policy. As follows:

### 1. Business Ethics

We are dedicated to operating our business with honesty and ethically, alongside with clear accountability and transparency. We do not condemn corruption, bribery and fraud within the organization.

### 2. Forced Labour & Human Trafficking:

We do not make use of any form of forced, bonded, involuntary or exploitative prison, trafficked, or slave labour. All employees have the right to enter employment voluntarily and freely, without the threat of a penalty.

### 3. Child Labour:

As stated in our employee handbook, the minimum age required to work at APRO is 18 years of age with a valid security officer license. We are strongly against child labour and are committed to comply with all applicable laws and regulations in Singapore.

### 4. Workplace Diversity & Equal Opportunities:

We provide equal opportunities for all employees and applicants in APRO. We do not commit to unlawfully discrimination based on race, religion, creed, gender, age, marital status or any other status protected by Singapore laws and regulations. This applies to all individuals who are under employment, recruitment, hiring, placement, compensation, promotion, discipline and termination.

### 5. Employees' Welfare & Well-being:

We acknowledge and commit our responsibility to protect the health and safety for all people who may be affected by our operations. We have addressed the matters related to workplace, health and safety through our ISO 45001:2018 Occupational Health and Safety Management System program.

### 6. Anti-Harassment & Anti-Discrimination:

We strongly prohibit harassment & discrimination based on race, religion, creed, gender, age, marital status or any other status protected by Singapore laws and regulations. APRO shall take appropriate disciplinary measure against employees who violate this policy, according to our disciplinary protocol.

# SUSTAINABILITY REPORTING INDEX

SDGs	GRI Standard	Disclosure	Reference in Content Page
-	<b>GRI 2</b>		<b>General Disclosure</b>
-	<b>Disclosure 2-1</b>	<b>Organization details</b>	<b>Our Business</b>
-	<b>Disclosure 2-2</b>	<b>Entities included in the organization's sustainability reporting</b>	<b>Document Usage</b>
-	<b>Disclosure 2-3</b>	<b>Reporting contact point</b>	<b>Contact Us</b>
-	<b>Disclosure 2-9</b>	<b>Governance structure and composition</b>	<b>Organization Chart</b> <b>Sustainability Governance</b> <b>Sustainability Governance Key Responsibilities</b>
-	<b>Disclosure 2-19</b>	<b>Remuneration policies</b>	<b>Sustainability Topic 3 – Our People</b>
-	<b>Disclosure 2-23</b>	<b>Policy commitment</b>	<b>Sustainability Topic 1 – WSH</b> <b>Sustainability Topic 2 – Ethical business</b> <b>Sustainability Topic 3 – Our People</b> <b>Sustainability Topic 4 – Security</b> <b>Sustainability Topic 5 – Our Environment</b>
-	<b>GRI 3</b>		<b>Material Listing</b>
<a href="#">Refer to sustainability pillar &amp; material topic page.</a>	<b>GRI 205</b>	<b>Anti-corruption</b>	<b>Sustainability Topic 2 – Ethical business</b>
	<b>GRI 305</b>	<b>Emission 2016</b>	<b>Sustainability Topic 5 – Our Environment</b>
	<b>GRI 401</b>	<b>Employment 2016</b>	<b>Sustainability Topic 3 – Our People</b>
	<b>GRI 403</b>	<b>Occupational health and safety 2018</b>	<b>Sustainability Topic 1 – WSH</b>
	<b>GRI 404</b>	<b>Training and education</b>	<b>Sustainability Topic 3 – Our People</b>
	<b>GRI 406</b>	<b>Non-discrimination 2016</b>	<b>Sustainability Topic 1 – WSH</b>
	<b>GRI 408</b>	<b>Child labour 2016</b>	<b>Sustainability Topic 4 – Security</b>
	<b>GRI 410</b>	<b>Security practices</b>	<b>Sustainability Topic 4 – Security</b>
	<b>GRI 418</b>	<b>Customer privacy</b>	<b>Sustainability Topic 2 – Ethical Business</b>


# CONTACT US




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