



SUSTAINABILITY REPORT 2018

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1. Board's message [GRI 102-1, 14, 50, 53 to 54]

Dear Stakeholders,

UnUsUaL Limited ("the Company") and our subsidiaries ("UnUsUaL" or "the Group") have undertaken our commitment to publish our first standalone Sustainability Report ("Report") which covers the reporting period from 1 April 2017 to 31 March 2018. This Report has been prepared in accordance with GRI Standards: Core Option.

This Report aims to inform stakeholders of our sustainability performance in an accountable and transparent manner. The Report covers aspects deemed material to UnUsUaL's businesses and key stakeholders based on economic, environmental, social and governance aspects of our business activities. We hope that our Report will serve to further your understanding of our sustainability efforts.

We welcome any feedback at enquiries@unusual.com.sg to help us improve our performance.

To promote environmental conservation, no hard copies of this Report has been printed. A digital copy can be found on our website at <http://www.unusual.com.sg>.

On behalf of the Board of Directors, I would like to thank all our stakeholders for your continued support and participation in our journey towards a sustainable future.

Leslie Ong

Director

2. About us [GRI 102-2 to 7, 16]

Headquartered in Singapore, UnUsUaL started as a stage, sound and lighting equipment rental business back in 1997. Since then, we have grown to become one of the leaders in this industry specialising in the production and promotion of large-scale live events and concerts.

Our presence in the region is represented in Singapore, by UnUsUaL Entertainment, UnUsUaL Productions and UnUsUaL Development, in Malaysia by UnUsUaL Productions (Malaysia) and in Hong Kong by UnUsUaL Entertainment International. 53% of our revenue is generated in Singapore and the remaining 47% is earned from various countries such as Malaysia, Hong Kong, Thailand and others.

In 2016, mm2 Asia Ltd acquired 51% of UnUsUaL Group. mm2 Asia Ltd is a Singapore-based, SGX Mainboard listed producer of films, TV and online content.

We made our debut on SGX-ST Catalist board as UnUsUaL Limited on 10 April 2017.

2.1 Group's mission

We aim to be a regional leader in the industry. In pursuit of this mission, we uphold strong business ethics in the way we conduct our business. We consistently instil the same values in our employees.

2.2 Enterprise Risk Management

The Group will be working with our internal auditors to establish a structured Enterprise Risk Management ("ERM") framework. This will provide documented guidance on the process for identifying and assessing risks, adequacy of counter measures and the manner in which risks matters are reported to the Board and the Audit Committee.

3. Business ethics [GRI 102-16] [GRI 205-3]

UnUsUaL is committed to safeguard the interests of our stakeholders through sustainable growth. To achieve this we uphold ourselves to high standards of corporate governance, business and ethical conduct.

We take a strong stand against corrupt practices and strategies, and this value has been communicated to all of our employees, major suppliers and business partners. Any forms of corruption within the Group will not be tolerated, and will be escalated to the Chairman of the Board of Directors.

There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations over the past year. There have also been no reported incidents of corruption during the same reporting period. We regularly review our anti-corruption policies so as to preserve our corruption free culture.

4. Our approach to sustainability [GRI 102-18, 46]

Our sustainability strategy is built on four aspects – Economic, Environment, Social and Governance (The “EESG” framework), in compliance with the GRI standards. This Report consists of four key considerations to determine the material EESG factors.

a) Identification

We first establish the key material issues that UnUsUaL faces through a Focus Group Discussion (“FGD”). This session is participated by the Group’s very own Sustainability Reporting Champion Team. Through the FGD, we assess the materiality of all significant aspects of our business operations, including their boundaries, with reference to the respective GRI standards.

b) Prioritisation

Next, we rank the identified sustainability issues according to each one’s importance. The shortlisted significant EESG factors are reported to the Board of Directors in the next step to begin finding solutions.

c) Validation

Next, we seek concurrence of the Board on those significant EESG factors that were identified. The Sustainability Reporting Champion team provides advice and recommendations to the Board of Directors on strategies and actions concerning these factors.

d) Review

Lastly, we gather feedback on the Report to improve our Sustainability Reporting in the future years. After specific solutions are identified and approved, the Champion team then works with relevant departments to execute the approved strategies and actions.

4. Our approach to sustainability (Continued)

The factors reported are based on the four Reporting Principles:



Together, these principles help us determine the content to include in our Report by taking into consideration the Group’s activities, impacts, and the substantive expectations and interests of our stakeholders. The inclusion of the above details ensures that our Report is an accurate and honest representation of the Group.

5. Our material factors under the EESG framework [GRI 102-46 to 47]

We have identified the following material factors under the EESG framework for inclusion in this Report.

Material Topic	Why Material	GRI Standards Disclosure	Boundary	
			Within UnUsUaL	Outside UnUsUaL
Economic				
Indirect economic impacts	Poses significant effects towards stakeholders	203-2	√	
Procurement practices	Poses significant effects towards sustainability	204-1	√	
Environment				
Supplier environmental assessment	Poses significant effects towards sustainability	308-1	√	
Social				
Employment	Poses significant effects towards employees	401-1	√	
Occupational health and safety	Poses significant effects towards employees	403-1 403-2	√	
Training and education	Poses significant effects towards employees	404-2 404-3	√	
Diversity and equal opportunity	Poses significant effects towards employees	405-1	√	
Non-discrimination	Poses significant effects towards employees	406-1	√	
Socioeconomic compliance	Compliance towards local laws and regulations	419-1	√	
Governance				
Anti-corruption	Poses significant effects towards stakeholders	205-3	√	

6. Identification of stakeholders [GRI 102-13, 40, 42 to 44]

Through various formal and informal channels of communication with our key stakeholders, we have taken into account their interest and requirements. The table below sets out the platforms through which we engaged our key stakeholders:

Stakeholders	Basis for Determining Stakeholders	Engagement Platform	Frequency of Engagement	Topic Discussed
Employees	Employees represent the Group as a whole	Informal dialogues	As and when	Personal development, Employee compensation and benefits
Government and regulators	Compliance with local laws and regulations	Regular reports	Annual	Regulatory matters
Investors and shareholders	Influence on management's decisions and responsibility towards investors	Group annual report / Annual General Meetings / Informal discussions	Annual / As and when	Financial performance, Strategic planning
Third party contractors	Dependency on suppliers	Meetings / Feedback	As and when	Quality management, Price negotiation
Consumers and customers	Customers' needs influence the direction of the Group	E-mail enquiries / Social media	As and when	Availability of events and concerts
Artistes and agents	Dependency on artistes and agents	Informal discussions	As and when	Quality management, Price negotiation
Mainstream media	Influence on the general community	Media releases	As and when	Advertising
Venue managers	Dependency on venue managers	Meetings and discussions	As and when	Quality management, Price negotiation

The Group is a member of Singapore Business Federation ("SBF") as required by the SBF Act.

7. Economic

7.1 Indirect economic impacts [GRI 203-2]

7.1.1 *Stimulating economic growth*

Singapore, being a prominent regional hub in Asia, has continued to draw the attention of not only our local audience, but tourists from the neighbouring countries. Through our past experiences, foreign audience comprise a good percentage of attendance in our concerts via purchase of tickets using foreign credit cards. We believe that our efforts in organising world-class performances have boost the number of tourist arrivals and accordingly, the Singapore economy.

In addition, large-scale events and concerts have a positive spill over effect on the businesses in the vicinity of the event venues. This results in consumer spending in retail, and food and beverage outlets in the surroundings.

7.1.2 *Retaining home-grown talents and job creation*

The Singapore entertainment and media industry has witnessed a growth in the past few years. The industry has a projected 4.7% compound annual growth rate from US\$5.3 billion in 2016 to US\$7.1 billion in 2021.

UnUsUaL has contributed positively by providing an avenue to allow home-grown talents to participate in various aspects of productions and promotions by providing them with employment opportunities in these areas.

The growth in the industry has further encouraged local learning institutions to provide academic and vocational courses in Sound, Light, and Video ("SLV") to develop specialists in the local entertainment and media industry.

7.2 Procurement practices [GRI 102-9] [GRI 204-1]

UnUsUaL works closely with several third party contractors. The contractors are our suppliers providing equipment needed for the performance (SLV), building performance sets, venue owners, ticketing agents, security details, ushers and cleaners. We have forged a strong network of business relationships with several local key suppliers, which is critical for our success in the entertainment industry.

The familiarity and trust built between us and our suppliers from our past engagements have enabled us to work cohesively. Moving forward, we aim to continue maintaining these relationships with our local suppliers to build long term partnerships.

We ensure the quality of our potential suppliers by performing informal background checks and reviewing their track records. These pre-qualifying informal checks on the suppliers can be performed based on the market intelligence gathered from past events organised.

We engage the local suppliers within the geographical location where the events and concerts are held, and will continue to do so, so as to increase our operational efficiency. Management ensures that our suppliers comply with the local regulations by obtaining annual confirmation from them. In addition, we are indemnified by our suppliers for any possible third-party claims.

8. Environment

8.1 Supplier environmental assessment [GRI 308-1]

We communicate to our suppliers on the importance of the environmental concept of “Reduce, Re-use, and Recycle”. During on-site visits, we have observed that wherever possible, the equipment and structures used in performance sets at different venues are disassembled to be stored and re-used for future events. This raises the opportunities for re-using and recycling.

There are no significant actual and potential negative environmental impacts identified in our current supply chain, we will continue to prevent such impacts by constantly monitoring our suppliers. We encourage them to implement environmentally friendly strategies within their own businesses, and refrain from conducting business with suppliers that violate stipulated laws and regulations. As part of our review of the contracting process, we will incorporate the environmental criteria as part of our annual qualification process.

9. Social

9.1 Employees

9.1.1 Employee retention and recruitment [GRI 102-7 to 8, 41] [GRI 401-1]

Retention of employees continues to be an important focus for UnUsUaL, as our employees are one of the driving forces behind our success. While we consciously seek to retain our core team of experienced employees, we are also constantly on the lookout for new talents to complement the team.

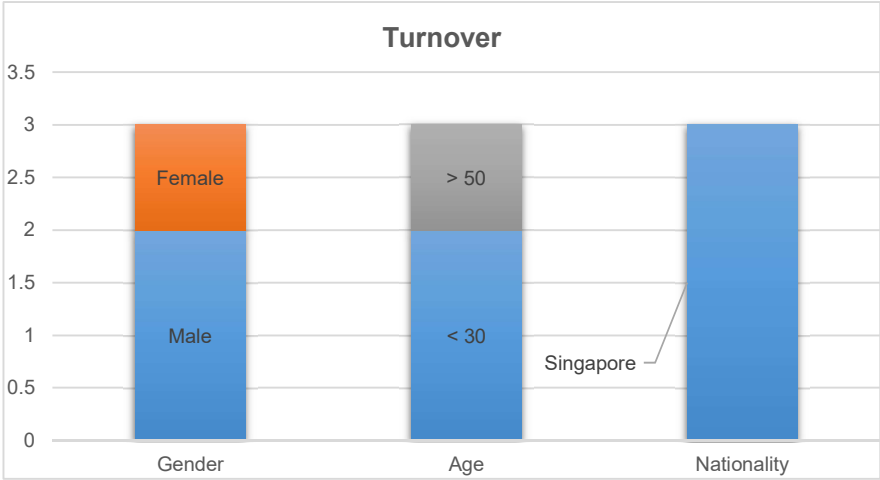
The Group’s workforce in Singapore totalled 30 as at 31 March 2018. All employees are given permanent positions in the Group, on a full time employment basis. The Group has a healthy hiring rate of 27% and the turnover rate has been kept low at 10%. This can be attributed to the positive culture within the organisation.



9. Social (Continued)

9.1 Employees (Continued)

9.1.1 *Employee retention and recruitment (Continued)*



Our employees are not covered under any collective bargaining agreements but are given the right to exercise freedom of association.

Continuous open dialogue among the teams is the main platform used to engage our employees. By conducting these dialogues informally and in an open environment, we encourage our employees to raise any issues to management. We believe that this provides a more interactive and direct channel for any form of feedback. We want to avoid any discontentment in our working environment that will hinder the progress of our employees.

9.1.2 *Diversity, equal opportunities and non-discrimination [GRI 102-8] [GRI 405-1] [GRI 406-1]*

We endorse the universal values of non-discrimination, diversity, and are committed to providing equal opportunities.

The Group’s employment practices are based on merit and provide equal opportunities to candidates regardless of gender or age. This enables us to recruit and maintain a competitive and progressive workforce.

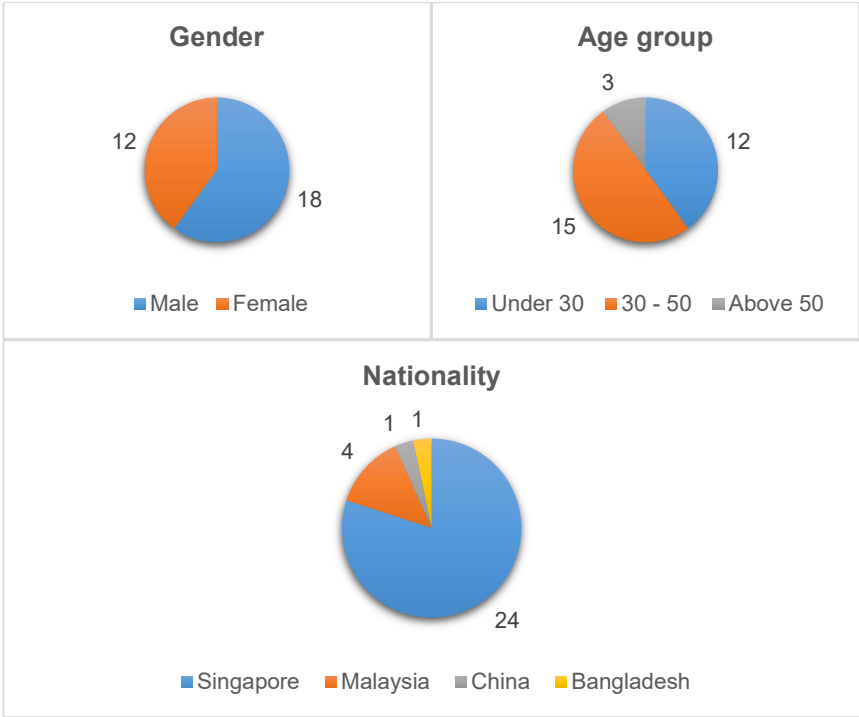
There have been no reports of discrimination based on race or gender within the Group. We hire a similar proportion of male and female employees, thus representing a conscious effort for furthering equality of employment within UnUsUaL.

The Composition of our employees and Board of Directors is tabulated below.

9. Social (Continued)

9.1 Employees (Continued)

9.1.2 Diversity, equal opportunities and non-discrimination (Continued)



Composition of Board of Directors			
Gender		Age group	
Male	Female	31 to 50	Above 50
6	1	2	5

9.1.3 Workplace safety [GRI 403-2]

We pride ourselves in implementing safety procedures to encourage safe behaviour at work, and this has resulted in zero injuries in the past year. UnUsUaL’s workplace safety and health risk management policies are in accordance with the regulations provided by the Ministry of Manpower (“MoM”). The Group does not have a system for recording and reporting accident statistics.

Organising each event requires the setting up of the performance venues, and the crew of our suppliers/vendors shoulder the task of handling heavy equipment. To avoid any incidents of injury or fatalities among the crews, they are briefed on the safety procedures before every engagement prior to commencing their work. So far, there has been no incident which resulted in the breach of safety, non-performance and quality of our subcontracted works.

9. Social (Continued)

9.1 Employees (Continued)

9.1.3 Workplace safety (Continued)

Absenteeism at the workplace results in decreased productivity which will directly impact the Group's finances, morale and other factors. We believe that our workplace environment exudes a healthy and positive atmosphere and hence, UnUsUaL has managed to keep our absentee rate low.

Gender	Male	Female
Absentee rate	1%	1%

9.1.4 Personal development [GRI 404-2 to 3]

We ensure the professional competence of our workforce by providing on-the-job training whenever possible. In addition, the Group actively sources for external training courses to be held on an annual basis. We are certain that through these on-the-job training and external courses, our workforce is able to stay relevant to adapt to the various needs and requirements of our customers.

The Group does not have any transition assistance programmes for retiring or terminated employees.

We believe that our success in achieving our long-term business objectives is dependent upon our employees reaching their professional potentials. We selectively send our employees to industry conferences, seminars, and trade shows in Singapore and abroad. Examples include overseas SLV exhibitions such as the annual PLASA (Professional Lighting and Sound Association) show in the United Kingdom and the SLV Expo. Attendance at such events enables our staff to gain industry-specific know-how, keep themselves informed of the latest developments, and form new business relationships from interacting with their peers in the industry. The knowledge gained at these events consequently bolsters UnUsUaL's competitive edge in the growing entertainment industry in Singapore.

One of our key stakeholders are our artistes. The building and maintenance of the relationships between us are highly dependent on both our own marketing teams and our artiste management teams. Developing the professionalism of our teams in areas of language proficiency, interpersonal skills, etc. to an international standard has enabled UnUsUaL to retain its longstanding relationships with its artistes, as well as to expand our range of contracted artistes overseas.

All employees are subject to annual performance reviews to discuss their job performance and career development. We are reviewing our annual performance and career development process to assess if additional initiatives and policies needs to be implemented.

9. Social (Continued)

9.1 Socioeconomic compliance [GRI 419-1]

Singapore is a multi-racial and multi-religious society. Content should be sensitive to the concerns of different racial or religious groups and the prevailing community expectations of what is necessary to safeguard racial harmony and religious harmony.

We communicate to our artistes through their managers/agents the local regulations and laws set by the government with regards to the appropriateness of the events' contents and the social impacts they might have on society.

During the year, there were no fines or non-monetary sanctions imposed on us.

10. Reaching out

UnUsUaL recognizes the importance of building relationships with the community we serve. We realize that without a thriving community to support our business, we cannot achieve our objectives and success. Hence, over the years, we have been engaged by our clients to organise charity events.

This past year, we participated in the organisation of the 'Love and Gratitude Charity Concert 2017' on behalf of Ren Ci Hospital. In addition to the production work provided by us, UnUsUaL donated a sum of \$59,550 to Ren Ci Hospital to aid in patient care, helping the hospital provide the patients with hope and confidence to live a fulfilling life.

Another recent event organised by us is the 'Love from Sian Chay 2017 Charity Gala' held on the 8 July 2017 at the Singapore Expo. As an act of charity, Jay Lim, a local artiste, was invited to perform at the Charity Gala on a pro bono basis, at the request of UnUsUaL.



At UnUsUaL, we are committed to building strong partnerships with the communities in which we operate, providing support and encouragement through our philanthropic efforts. The Group aims to continue its tradition in providing support initiatives in Singapore's society.

11. GRI content index [GRI 102-55]

GRI Standard	Disclosure Number	Disclosure Title	Comments	Page References (AR refers to Annual Report)	Section References
GRI 102: Organisational profile					
	102-1	Name of organisation		SR 1	Board's message
	102-2	Activities, brands, products, and services		SR 1	About us
	102-3	Location of headquarters		SR 1	About us
	102-4	Location of operations		SR 1	About us
	102-5	Ownership and legal form		SR 1	About us
	102-6	Markets served		SR 1	About us
	102-7	Scale of the organisation		SR 1 SR 7 AR 4 – 7, 14	About us Social
	102-8	Information on employees and other workers		SR 7	Social
	102-9	Supply chain		SR 6	Economic
	102-10	Significant changes to the organisation and its supply chain	First year	NA	NA
	102-11	Precautionary principle or approach	None	NA	NA
	102-12	External initiatives	None	NA	NA
	102-13	Membership of associations		SR 5	Identification of stakeholders
GRI 102: Strategy					
	102-14	Statement from senior decision-maker		SR 1	Board's message
GRI 102: Ethics and integrity					
	102-16	Values, principles, standards, and norms of behaviour		SR 1 SR 2	About us Business ethics
GRI 102: Governance					
	102-18	Governance structure		SR 2	Our approach to sustainability

12. GRI content index (Continued)

GRI Standard	Disclosure Number	Disclosure Title	Comments	Page References AR refers to Annual Report	Section References
GRI 102: Stakeholder engagement					
	102-40	List of stakeholder groups		SR 5	Identification of stakeholders
	102-41	Collective bargaining agreements		SR 8	Social
	102-42	Identifying and selecting stakeholders		SR 5	Identification of stakeholders
	102-43	Approach to stakeholder engagement		SR 5	Identification of stakeholders
	102-44	Key topics and concerns raised		SR 5	Identification of stakeholders
GRI 102: Reporting practice					
	102-45	Entities included in the consolidated financial statements		AR 68	NA
	102-46	Defining report content and topic Boundaries		SR 4	Our material factors under the EESG framework
	102-47	List of material topics		SR 4	Our material factors under the EESG framework
	102-48	Restatements of information	First year	NA	NA
	102-49	Changes in reporting	First year	NA	NA
	102-50	Reporting period		SR 1	Board's message
	102-51	Date of most recent report	First year	NA	NA
	102-52	Reporting cycle	Annual	NA	NA
	102-53	Contact point for questions regarding the report		SR 1	Board's message
	102-54	Claims of reporting in accordance with the GRI standards		SR 1	Board's message
	102-55	GRI content index		SR 12 – 16	GRI content index
	102-56	External assurance	No external assurance	NA	NA

12. GRI content index (Continued)

GRI Standard	Disclosure Number	Disclosure Title	Comments	Page References AR refers to Annual Report	Section References
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 6	Economic
	103-2	The management approach and its components		SR 6	Economic
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 203: Indirect economic impacts					
	203-2	Significant indirect economic impacts		SR 6	Economic
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 6	Economic
	103-2	The management approach and its components		SR 6	Economic
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 204: Procurement practices					
	204-1	Proportion of spending on local suppliers		SR 6	Economic
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 2	Business ethics
	103-2	The management approach and its components		SR 2	Business ethics
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 205: Anti-corruption					
	205-3	Confirmed incidents of corruption and actions taken		SR 2	Business ethics
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 7	Environment
	103-2	The management approach and its components		SR 7	Environment
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 308: Supplier environmental assessment					
	308-1	New suppliers that were screened using environmental criteria		SR 7	Environment

12. GRI content index (Continued)

GRI Standard	Disclosure Number	Disclosure Title	Comments	Page References AR refers to Annual Report	Section References
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 7 – 8	Social
	103-2	The management approach and its components		SR 7 – 8	Social
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 401: Employment					
	401-1	New employee hires and employee turnover		SR 7 – 8	Social
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 9 – 10	Social
	103-2	The management approach and its components		SR 9 – 10	Social
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 403: Occupational health and safety					
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities		SR 9 – 10	Social
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 10	Social
	103-2	The management approach and its components		SR 10	Social
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 404: Training and education					
	404-2	Programs for upgrading employee skills and transition assistance programs		SR 10	Social
	404-3	Percentage of employees receiving regular performance and career development reviews		SR 10	Social

12. GRI content index (Continued)

GRI Standard	Disclosure Number	Disclosure Title	Comments	Page References AR refers to Annual Report	Section References
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 8 – 9	Social
	103-2	The management approach and its components		SR 8 – 9	Social
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 405: Diversity and equal opportunity					
	405-1	Diversity of governance bodies and employees		SR 8 – 9	Social
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 8 – 9	Social
	103-2	The management approach and its components		SR 8 – 9	Social
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 406: Non-discrimination					
	406-1	Incidents of discrimination and corrective actions taken		SR 8 – 9	Social
GRI 103: Management approach					
	103-1	Explanation of the material topic and its Boundary		SR 11	Social
	103-2	The management approach and its components		SR 11	Social
	103-3	Evaluation of the management approach	First year	NA	NA
GRI 419: Socioeconomic compliance					
	419-1	Non-compliance with laws and regulations in the social and economic area		SR 11	Social