

GRI Content Index

General Sustainability Disclosures

GRI reference	Description	Page reference
Strategy and Analysis		
G4-1	Statement from the most senior decision-maker of the organisation	Sustainability, Board Statement (page 34)
G4-2	Description of key impacts, risks, and opportunities	Sustainability, Our ESG Risks and Opportunities (page 35)
		Risk Management, Key Risks Faced by SGX (pages 30 – 33)
Organisational Profile		
G4-3	Name of the organisation	Singapore Exchange Limited
G4-4	Primary brands, products, and services	Business at a Glance (page 4)
		Value Creation (pages 24 – 25)
G4-5	Location of the organisation's headquarters	Singapore
G4-6	Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	6 countries: Singapore, People's Republic of China, Hong Kong, United Kingdom, Japan, India
G4-7	Nature of ownership and legal firm	Financials, Note 1 to the Financial Statements: General (page 99) Financials, Notes 22 – 23 to the Financial Statements: Investments in subsidiaries, and associated company (pages 118 – 120)
G4-8	Markets served	Markets in Singapore, Hong Kong, London, Tokyo, Beijing, Shanghai, Mumbai
G4-9	Scale of the organisation	Business at a Glance (page 4)
		Organisation (pages 22 – 23)
		Sustainability, People: Diversity and Inclusion (pages 41 – 42)
G4-10	Profile of workforce	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
G4-11	Percentage of total employees covered by collective bargaining agreements	Every employee in SGX is entitled to participate in collective bargaining agreements, which include areas such as disciplinary procedures, employment policies, remuneration and allowances, and benefits. 33 of our full-time employees have chosen to do so (equivalent to 4% of our workforce).
G4-12	The organisation's supply chain	Our vendors include contractors for data centre facilities, office space providers, telecommunications providers and utilities to deliver a range of exchange-related services.
		Sustainability, Stakeholder Engagement and Materiality Assessment: Highlights of Stakeholder Engagement During the Year (pages 36 – 37)
G4-13	Any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	There were no significant changes during FY2016.
G4-14	How the precautionary approach or principle is addressed by the organisation	Sustainability, Our ESG Risks and Opportunities (page 35)
		Risk Management, Key Risks Faced by SGX (pages 30 – 33)
		Corporate Governance Report, Risk Management and Internal Controls: Principle 11 (pages 55 – 56)
G4-15	Externally developed economic, environmental and social charter, or other initiatives to which the organisation subscribes or which it endorses	Sustainability, Stakeholder Engagement and Materiality Assessment: Participating in the Sustainability Dialogue (page 37)
		Sustainability, Governance: Targets and Performance Scoreboard (page 39)
G4-16	Membership of associations	Sustainability, Stakeholder Engagement and Materiality Assessment: Participating in the Sustainability Dialogue (page 37)

GRI Content Index

GRI reference	Description	Page reference
Identified Material Aspects and Boundaries		
G4-17	List entities included in the organisation's consolidated financial statements or equivalent documents	Financials, Notes 22 – 23 to the Financial Statements: Investments in subsidiaries, and associated company (pages 118 – 120) Sustainability, Report at a Glance: Report Scope (page 34)
G4-18	Process for defining the report content and the Aspect Boundaries and how the organisation has implemented the Reporting Principles for Defining Report Content	Sustainability, Process of Materiality Assessment (page 38)
G4-19	All material Aspects identified in the process for defining report content	Sustainability, Process of Materiality Assessment: Material ESG factors (page 38)
G4-20	Aspect Boundary within the organisation for each material Aspect	Sustainability, Report at a Glance: Report Scope (page 34) Sustainability, Energy: Footnote 10 (page 43)
G4-21	Aspect Boundary outside of the organisation for each material Aspect	Sustainability, Report at a Glance: Report Scope (page 34)
G4-22	Effect of any statements of information provided in previous reports, and the reasons for such restatements	Sustainability, People: Training and Development: Footnote 9 (page 42)
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	The data of our subsidiary Energy Market Company (EMC) was included in FY2016, following the completion of integration this year after acquisition in FY2015.
Stakeholder Engagement		
G4-24	List of stakeholder groups engaged by the organisation	Sustainability, Stakeholder Engagement and Materiality Assessment: Highlights of Stakeholder Engagement During the Year (pages 36 – 37)
G4-25	Basis for identification and selection of stakeholders with whom to engage	Sustainability, Stakeholder Engagement and Materiality Assessment: Highlights of Stakeholder Engagement During the Year (pages 36 – 37)
G4-26	The organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Sustainability, Stakeholder Engagement and Materiality Assessment: Highlights of Stakeholder Engagement During the Year (pages 36 – 37) Corporate Governance Report, Communication with Shareholders: Principle 15 (pages 60 – 61) Self-Regulatory Organisation Governance Report, Engaging the Investing Public (pages 67 – 68)
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns	Sustainability, Stakeholder Engagement and Materiality Assessment: Summary of Stakeholder Interests (page 37)
Report Profile		
G4-28	Reporting period	1 July 2015 – 30 June 2016
G4-29	Date of most recent previous report	30 June 2015
G4-30	Reporting cycle	Annual
G4-31	Provide the contact point for questions regarding the report or its contents	sustainability@sgx.com
G4-32	Report on 'in accordance' option, GRI Content Index, reference to the External Assurance	Sustainability, Report at a Glance: Reliability and Methodology (page 34)
G4-33	Policy and current practice with regard to seeking external assurance for the report	We have tabled external assurance of our Sustainability Report for the future.

GRI Content Index

GRI reference	Description	Page reference
Governance		
G4-34	Governance structure of the organisation and identify committees responsible for decision making on economic, environmental and social impacts	Sustainability, Governance: Sustainability Committee (page 39)
G4-35	Process for delegating authority for economy, environmental and social topics from the highest governance body to senior executives and other employees	Sustainability, Governance: Sustainability Committee (page 39)
G4-36	Whether organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	Sustainability, Governance: Sustainability Committee (page 39)
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	Sustainability, Governance: Sustainability Committee (page 39)
G4-38	Composition of the highest governance body and its committee	Sustainability, Governance: Sustainability Committee (page 39)
		Corporate Governance Report, The Board's Conduct of its Affairs: Principle 1 (pages 46 – 48)
G4-39	Whether the Chair of the highest governance body is also an executive officer	Sustainability, Governance: Sustainability Committee (page 39)
		Corporate Governance Report, Chairman and Chief Executive Officer: Principle 3 (pages 49 – 50)
G4-40	Nomination and selection processes for the highest governance body and its committees and the criteria used for nominating and selecting highest governance body members	Corporate Governance Report, Board Membership: Principle 4 (pages 50 – 51)
G4-41	Process in place for the highest governance body to ensure conflicts of interest are avoided	Corporate Governance Report, The Board's Conduct of its Affairs: Principle 1 (pages 46 – 48)
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	Sustainability, Governance: Sustainability Committee (page 39)
		Corporate Governance Report, The Board's Conduct of its Affairs: Principle 1 (pages 46 – 48)
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Corporate Governance Report, The Board's Conduct of its Affairs: Principle 1 (pages 46 – 48)
G4-44	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics	Corporate Governance Report, Board Performance: Principle 5 (pages 51 – 52)
G4-45	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities	Sustainability, Our ESG Risks and Opportunities (page 35)
		Sustainability, Process of Materiality Assessment (page 38)
		Corporate Governance Report, Risk Management and Internal Controls: Principle 11 (pages 55 – 56)
G4-46	Highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics	Sustainability, Governance: Sustainability Committee (page 39)
		Corporate Governance Report, Risk Management and Internal Controls: Principle 11 (pages 55 – 56)

GRI Content Index

GRI reference	Description	Page reference
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Sustainability, Governance: Sustainability Committee (page 39) Corporate Governance Report, Risk Management and Internal Controls: Principle 11 (pages 55 – 56)
G4-48	Highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material Aspects are covered	Sustainability, Governance: Sustainability Committee (page 39) Sustainability, Process of Materiality Assessment (page 38)
G4-49	Process for communicating critical concerns to the highest governance body	Sustainability, Governance: Sustainability Committee (page 39) Corporate Governance Report, Audit Committee: Principle 12: Whistleblowing Policy (page 57)
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Sustainability, Governance: Our Values and Ethics (page 39)
G4-51	Remuneration policies for the highest governance body and senior executives	Remuneration Report, Compensation Philosophy (page 73)
G4-52	Process for determining remuneration	Corporate Governance Report, Procedures for Developing Remuneration Policies: Principle 7 (pages 53 – 54)
G4-53	How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals	Corporate Governance Report, Level and Mix of Remuneration: Principle 8 (pages 54 – 55)
G4-54	Ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees in the same country	We have not reported this due to confidentiality and sensitivity of the information.
G4-55	Ratio of percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees in the same country	We have not reported this due to confidentiality and sensitivity of the information.
Ethics and Integrity		
G4-56	The organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Sustainability, Governance: Our Values and Ethics (page 39) Corporate Governance Report, Other Codes & Practices (pages 61 – 62) Corporate Governance Report, Audit Committee: Principle 12: Other Matters (pages 57 – 58)
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines	Sustainability, Governance: Our Values and Ethics (page 39) Corporate Governance Report, Audit Committee: Principle 12: Whistleblowing Policy (page 57)
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Sustainability, Governance: Our Values and Ethics (page 39) Corporate Governance Report, Audit Committee: Principle 12: Whistleblowing Policy (page 57)

GRI Content Index

Specific Sustainability Disclosures

GRI reference	Description	Page reference
Category: Economic		
Aspect: Economic Performance		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Value Creation (pages 24 – 25)
G4-EC1	Direct economic value generated and distributed	Value Creation: What We Deliver (page 25)
		Business at a Glance (page 4)
		Financials, Statements of Comprehensive Income (page 93)
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Sustainability, Our ESG Risks and Opportunities (page 35)
G4-EC3	Coverage of the organisation's defined benefit plan obligations	Central Provident Fund (CPF) contributions are duly made by SGX on behalf of Singaporean employees in accordance with the Singapore government's mandated requirement for all employers.
G4-EC4	Financial assistance received from government	Financials, Note 9 to the Financial Statements: Operating profit (page 107)
Aspect: Indirect Economic Impacts		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Value Creation (pages 24 – 25)
G4-EC7	Development and impact of infrastructure investments and services supported	Sustainability, Stakeholder Engagement and Materiality Assessment: Highlights of Stakeholder Engagement During the Year: SGX Academy (page 36)
		Self-Regulatory Organisation Governance Report, Engaging the Investing Public (pages 67 – 68)
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Value Creation: What We Deliver (page 25)
Category: Environmental		
Aspect: Energy		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, Energy: Key elements of our Environmental Policy (page 43)
G4-EN3	Energy consumption within the organization	Sustainability, Energy (pages 43 – 44)
G4-EN4	Energy consumption outside of the organization	We have not reported this as we do not measure the electricity consumption of suppliers and customers.
G4-EN5	Energy intensity	Sustainability, Energy (pages 43 – 44)
G4-EN6	Reduction of energy consumption	Sustainability, Energy (pages 43 – 44)
G4-EN7	Reductions in energy requirements of products and services	Sustainability, Energy (pages 43 – 44)
Category: Social		
Sub-category: Labour Practices and Decent Work		
Aspect: Employment		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, People: Talent Management (page 40)
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Part-time permanent employees enjoy similar benefits on either a full or pro-rated basis.
G4-LA3	Return to work and retention rates after parental leave, by gender	Sustainability, People: Support for Parents and Families (page 42)
Aspect: Labour/Management Relations		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, People: Talent Management (page 40)
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	In the event of termination, a minimum notice period of one to three months needs to be fulfilled, depending on the employee's job grade. The minimum notice period for non-executives has been specified in the collective agreements.

GRI Content Index

GRI reference	Description	Page reference
Aspect: Training and Education		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, People: Training and Development (page 42)
		Sustainability, People: Talent Management: Targets and Performance Scoreboard (page 40)
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Sustainability, People: Training and Development (page 42)
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Sustainability, People: Training and Development (page 42)
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Sustainability, People: Training and Development (page 42)
Aspect: Diversity and Equal Opportunity		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Sustainability, People: Diversity and Inclusion (pages 41 – 42) Corporate Governance Report, Board Composition and Guidance: Principle 2 (pages 48 – 49)
Aspect: Equal Remuneration for Women and Men		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
Sub-category: Human Rights		
Aspect: Non-discrimination		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Sustainability, People: Diversity and Inclusion (pages 41 – 42)
Sub-category: Society		
Aspect: Anti-corruption		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Sustainability, Governance: Our Values and Ethics (page 39) Corporate Governance Report, Other Codes & Practices (pages 61 – 62)
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Corporate Governance Report, Risk Management and Internal Controls: Principle 11 (pages 55 – 56)
G4-S04	Communication and training on anti-corruption policies and procedures	Sustainability, Governance: Our Values and Ethics (page 39)
G4-S05	Confirmed incidents of corruption and actions taken	Sustainability, Governance: Our Values and Ethics (page 39)
Aspect: Compliance		
G4-DMA	Generic Disclosures on Management Approach (DMA)	Corporate Governance Report, Internal Audit: Principle 13: Compliance (page 60)
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Sustainability, Governance: Our Values and Ethics (page 39)