



Broadway Industrial Group Limited

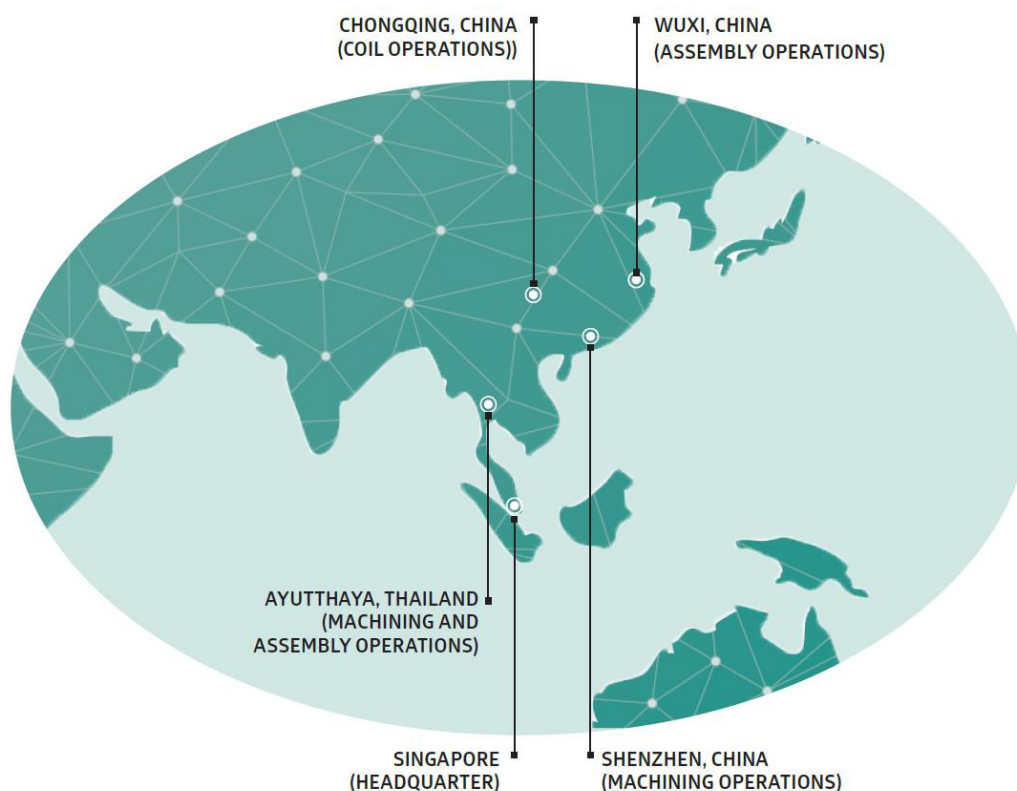
Sustainability Report 2018

Board Statement

Established in 1969, Broadway Industrial Group Limited (“Broadway”) is one of the leaders in the manufacture and assembly of precision components with 4 manufacturing facilities in China and Thailand, employing around 3,900 people. With such a wide manufacturing footprint, we believe it is our corporate and social responsibility to apply our experience, expertise and resources to address the environmental, social and governance (“ESG”) issues that arise wherever we do business.

The Board of Broadway are responsible for the strategic direction of the group and key decisions made must be based on up to date relevant information about the various risk, opportunities and trends in the industry, the region and across the globe. To get a full picture of the various risks, opportunities and trends that could affect the group, the board must take sustainability into account. This more holistic picture is crucial for the continued success of our business.

The Board of Directors (“the Board”) is pleased to present our second annual Sustainability Report. Our report references the Global Reporting Initiative (“GRI”) standards and is in line with the SGX sustainability reporting requirements. Broadway continues to maintain a sustainability governance team within the group, and this year, the management considered the continued relevance of the seven material ESG factors, identified in 2017. As there were no major changes in our business nor shifts in the sustainability landscape, management have determined to continue with the ESG factors as per last year. The Board oversees the management and monitoring of the selected material ESG factors and approves the annual sustainability report.

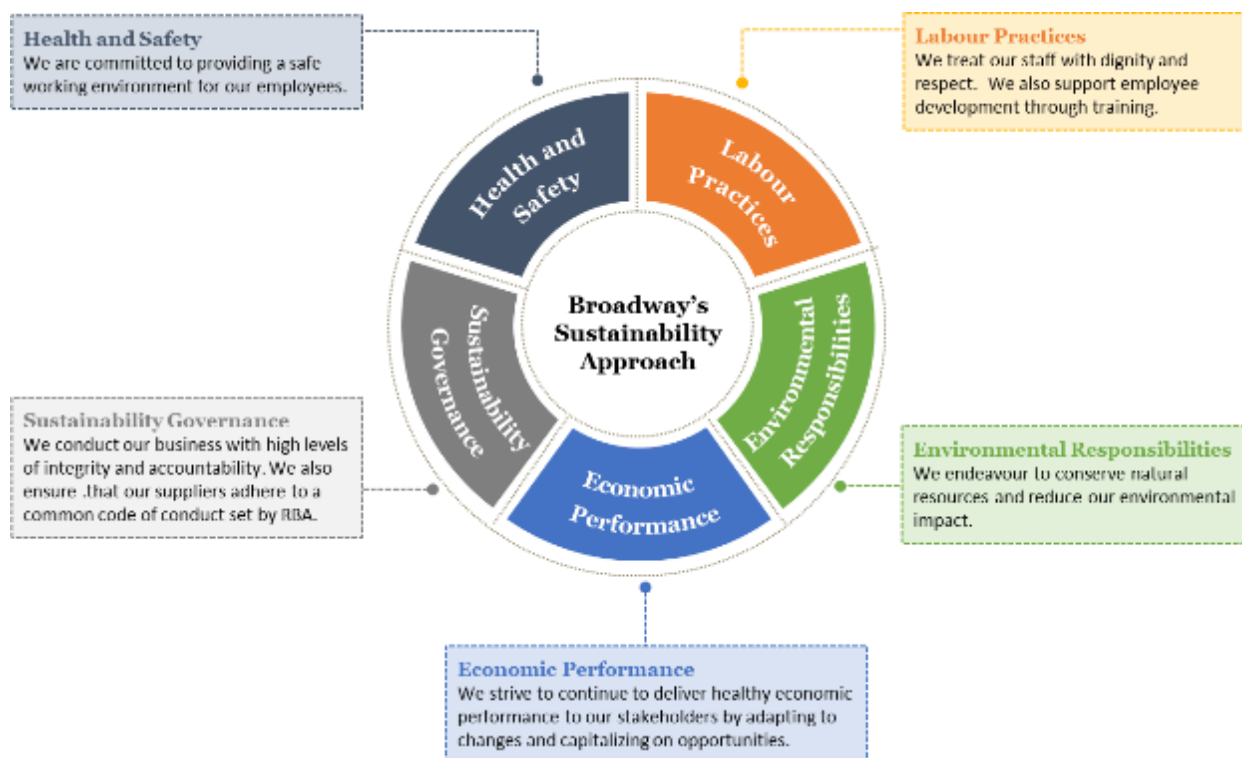


Sustainability at Broadway

Consumers continue to become increasingly aware of the environmental and social impacts of the products they purchase. Particularly in the electronics industry where global sustainability issues affect global value chains. It is important to remain sensitive to demands and needs all the way along our supply and value chain in order to properly serve our clients and continue to succeed in our business.

There are a number of initiatives that we have in place that allow us to address these changing demands. One of them being the adoption of the Responsible Business Alliance (“RBA”), originally under the name “Electronics Industry Citizenship Coalition” (“EICC”), Code of Conduct in order to give comfort to our clients and in turn their clients and customers that we uphold the same level of common standards.

The adoption of the RBA Code of Conduct as the overarching managing strategy of our ESG issues allows us to follow a standard framework for managing our environmental, social and governance concerns as well as fulfil the expectations of our clients. Broadway continues to have five pillars of sustainability, covering issues on economic performance, environmental responsibilities, employee wellbeing, health and safety as well as ESG governance. Through the holistic management these five pillars in our sustainability approach, we can bring about positive environmental and social impacts for our employees, local communities and clients alike.



About This Report

This second Broadway Sustainability Report summarises the sustainability approach and performance of Broadway from 1st January 2018 to 31st December 2018 (“2018”). While the economic performance section covers the whole Broadway Group, the rest of this report focuses on the assembly processes at Broadway’s two subsidiaries, BIGL Technologies (Thailand) Co., Ltd (“BTH”) and BIGL Technologies (Wuxi) Co., Ltd (“BWX”), which are the top revenue contributors to the Group.

This report is aligned with the reporting requirements of Singapore Exchange (“SGX”) Listing Rules Practice Note 7.6 Sustainability Reporting Guide and prepared with reference to the GRI Standards (2016), one of the global best practice guides for reporting on ESG factors. This report references the following GRI Standards and topic-specific disclosures:

- Disclosure 302-3 from GRI 302: Energy 2016
- Disclosure 307-1 from GRI 307: Environmental Compliance 2016
- Disclosure 404-3 from GRI 404: Training and Education 2016
- Disclosure 419-1 from GRI 419: Socioeconomic Compliance 2016

No external assurance has been sought for this report. Broadway welcomes your feedback to improve our sustainability practices and reporting. Please forward any enquiries and feedback to ir@bigl.com.sg.

Stakeholder Engagement

Understanding the various concerns and needs of our stakeholders is key to staying relevant and moving with the market. Therefore, we identify key stakeholders who either are significantly affected by, or have the capacity to significantly influence, Broadway’s activities and operations. We conduct various engagement exercises with these stakeholders over the course of the year in order to share two-way information and to maintain lasting and mutually beneficial relationships.

The following table identifies Broadway’s key stakeholders and shows how they are engaged.

Stakeholders	What do they expect from us	Engagement methods	Frequency
Employees	<ul style="list-style-type: none"> ▪ To work in a safe and inclusive environment ▪ To be updated on the company’s latest strategic developments and feel empowered ▪ To develop professionally and grow expertise ▪ To maintain work-life balance 	<ul style="list-style-type: none"> ▪ Safety Day activities ▪ Long service award ▪ Safety talks and newsletters ▪ Employee communication ▪ Suggestion box ▪ Welfare Committee meeting ▪ Town Hall session ▪ Training and career development programmes ▪ Happy Workplace Project (Engagement and CSR activities) 	<ul style="list-style-type: none"> ▪ Once a year ▪ Monthly ▪ Monthly ▪ Twice a year ▪ Throughout the year ▪ Every two months ▪ Throughout the year ▪ Throughout the year ▪ Every two months

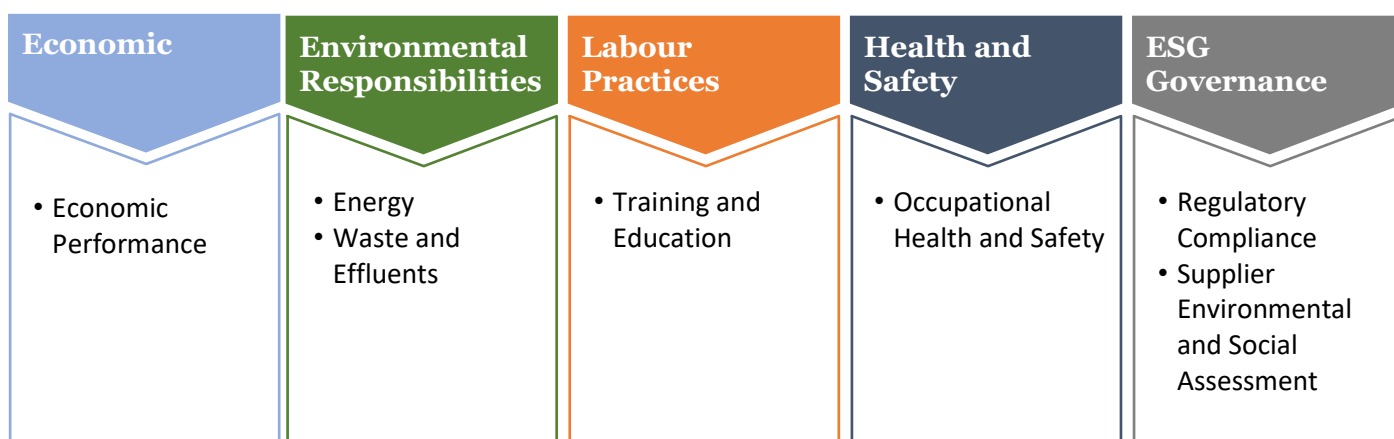
Stakeholders	What do they expect from us	Engagement methods	Frequency
Investors/ Shareholders	<ul style="list-style-type: none"> ▪ To disseminate accurate and timely information on the company's progress and profitability, with updates on future plans 	<ul style="list-style-type: none"> ▪ Release of financial results and other relevant disclosures through SGXNet and Broadway's website ▪ Annual General Meeting 	<ul style="list-style-type: none"> ▪ Throughout the year ▪ Once a year
Client	<ul style="list-style-type: none"> ▪ To be supplied with products of good quality ▪ To fulfil client's ESG management requirements, such as compliance with RBA Code of Conduct 	<ul style="list-style-type: none"> ▪ Strategy Alignment meeting with key customers. ▪ Quarterly Business Review (QBR)/QQR score review ▪ Process Management Plan Audit ▪ QPM data upload 	<ul style="list-style-type: none"> ▪ Quarterly ▪ Quarterly ▪ Quarterly ▪ Daily
Suppliers	<ul style="list-style-type: none"> ▪ To engage in collaborative partnerships for mutual growth ▪ To streamline procurement workflow, clearly spelling out expectations 	<ul style="list-style-type: none"> ▪ Quality on-site Audit ▪ OBR score review ▪ Incoming Quality Assurance Review 	<ul style="list-style-type: none"> ▪ Once a year ▪ Quarterly ▪ Daily
Local Communities	<ul style="list-style-type: none"> ▪ To be a responsible and caring corporate citizen, serving the local communities 	<ul style="list-style-type: none"> ▪ CSR Activities 	<ul style="list-style-type: none"> ▪ Twice a year

Materiality Assessment

We believe it is important for us to focus on the areas which are most relevant to our business. In 2017, a formal materiality assessment was conducted to identify ESG risks and opportunities that are most important to our business and stakeholders. The materiality assessment was guided by the GRI Principles of Materiality and Stakeholder Engagement, and considered the following aspects:

- Global and local emerging sustainability trends;
- Main topics and future challenges for the electronics sector, as identified by peers; and
- Insights gained from interactions with both internal and external stakeholders.

This year, the management team reviewed the seven selected material factors and considered them against the backdrop of the previous year. As there were no major changes in the business or the sustainability landscape, the existing seven ESG factors were considered to still be relevant. These are shown in the table below.



2018 Sustainability Performance at a Glance



0.68 MJ/unit of production	100% of recyclable waste reused, /recycled
100% employees received performance review	No incidence of non-compliance
No incidents of workplace fatalities	100% of suppliers comply with the RBA Code of Conduct

2019 Sustainability Targets at a Glance

GOAL SETTING



Reduce energy intensity based on 2018 levels	Zero-incidents of non-compliance with laws and regulations concerning waste management /disposal
100% eligible employees to receive annual performance reviews	Zero incidence of non-compliance
Zero incidents of workplace fatalities	100% new suppliers to comply with the RBA Code of Conduct

Economic Performance

Details of the financial performance in 2018 can be found in Broadway's 2018 Annual Report, which is available at the SGX website.

We believe that long-term value creation depends on the sustainable development of our business. We aim to deliver sustainable economic performance coupled with good ESG performance.



Environmental Responsibilities

Broadway understands that the activities of the business have the potential to affect the environment and its surroundings. We are committed to conserving natural resources and reducing our environmental impact and we particularly focus on conserving natural resources, such as non-renewable energy sources and water. We believe our most impactful contribution is to practice resource efficiency. Resource efficiency can also bring tangible benefits to Broadway such as significant cost savings.

Regulation continues to tighten in the various countries that we operate in regard to environmental compliance. Carefully managing our emissions, sewage and waste is important, not just for regulatory compliance but also to be considerate to the local communities in proximity to our operations.

Broadway continues to maintain our ISO14001:2015 certified Environmental Management System (EMS), which governs our environmental performance, such as energy consumption, water consumption, waste and effluents, and materials, in order to achieve a higher level of environmental responsibility.

Energy

2018 Highlights

Indicator	2018 Performance	Performance against 2018 target	Target for FY2019
Energy Intensity	0.68 MJ/unit of production	<ul style="list-style-type: none"> Achieved - Reduce energy intensity based on 2017 actual 0.73MJ/unit of production. 	<ul style="list-style-type: none"> Reduce energy intensity based on 2018 levels

Our main machining activities are reliant upon the use of electricity and some non-renewable fuels such as diesel, petrol and gas. Therefore, energy use is both critical for the continued operations of our business as well as one of our main environmental impacts. Broadway is committed to managing its energy use in order to allow our business to continue to operate whilst also mitigating our negative impacts.

Broadway has in place an Energy Policy to systematically manage our energy performance at each of our locations. We also continue to follow our energy masterplan. Our energy masterplan details our targeted KPIs and the initiatives that we hope to achieve each year. We continue to track the completion status of these scheduled initiatives and supervise our energy efficiency through daily checks and monthly analytical reports. Our practices and initiatives include the following:

- Ensuring regular maintenance of plant machinery and air conditioning units
- Reducing standby consumption by plant machinery and air conditioning units during production breaks and non-production time by either running them on lower power or a temporarily shutting them down.

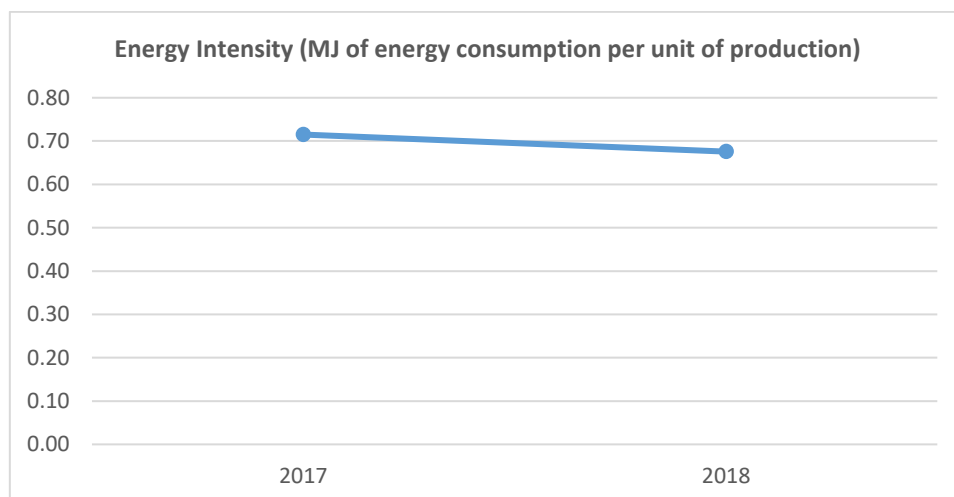
- Installing sub-area light-switches to increase controllability and maximise utilisation of natural light; and
- Replacing existing T8 light fittings with T5 fluorescent lamps, which are more energy efficient.

Case study BIGL Technologies (Thailand) Co Ltd.:

Over the course of 2018, our facilities in Thailand have seen a complete change over from fluorescent lamp T8 to the more efficient T5 type lamp. A total of 87 florescent lamps have been switched out for electricity saving alternatives.

We have also adjusted the operations of our various machinery for more efficient energy usage. We have adjusted the speed motor FFU from 100% (1,050 rpm) to 60% (630rpm) and stopped some FCU & OAC units for standby support all cleanroom on holiday and nonproduction time.

Electricity usage continues to account for more than 99% of total energy consumption, among other types of energy such as diesel, petrol and natural gas. We recorded a 4% decrease in energy intensity between 2017 and 2018, from 0.73 MJ of energy consumption per unit of production in 2017 to 0.68 MJ of energy consumption per unit of production in 2018.



Waste and Effluents

Indicator	Performance for 2018	Performance against 2018 target	Targets for 2019
Percentage of recyclable waste reused/recycled	100%	<ul style="list-style-type: none"> ▪ Achieved 	<ul style="list-style-type: none"> ▪ Zero-incidents of non-compliance with laws and regulations concerning waste management /disposal

Waste is inevitably produced at a number of stages in the manufacturing process. Waste produced at our operations include metals, wooden pallets, oils and general waste. Each type of waste is treated appropriately to avoid harm to environmental and human health.

The systems in place allow Broadway to track, manage and report waste at our manufacturing facilities. Broadway actively identifies and implements waste minimisation initiatives through the “3R” approach, which promotes “Reduce, Reuse and Recycle”.

At Broadway, waste is categorised into three broad categories, as follows:

- Recyclables including paper, carton boxes, metal scraps, plastics, electronics, pallets and shipping trays;
- Non-recyclables including general waste and process waste; and
- Hazardous waste including chemicals and heavy metals.

We have a waste management policy which allows us to standardise the definition of each waste category and specify the corresponding storage and disposal method. The handling of each waste type is colour-coded and clearly delegated to respective departments. One of the ways we “reduce” our waste is to improve the packaging design and we have implemented a system for packaging, particularly our pallets, reuse. Hazardous waste is handled with extra precaution and we are careful to follow all regulations where relevant. We also carry out weekly audits to ensure that our policies and procedures are being correctly followed. In addition, regular checks are performed to ensure that the appropriate licensed waste collectors have been engaged. Our effluent discharge is also closely supervised and monitored.

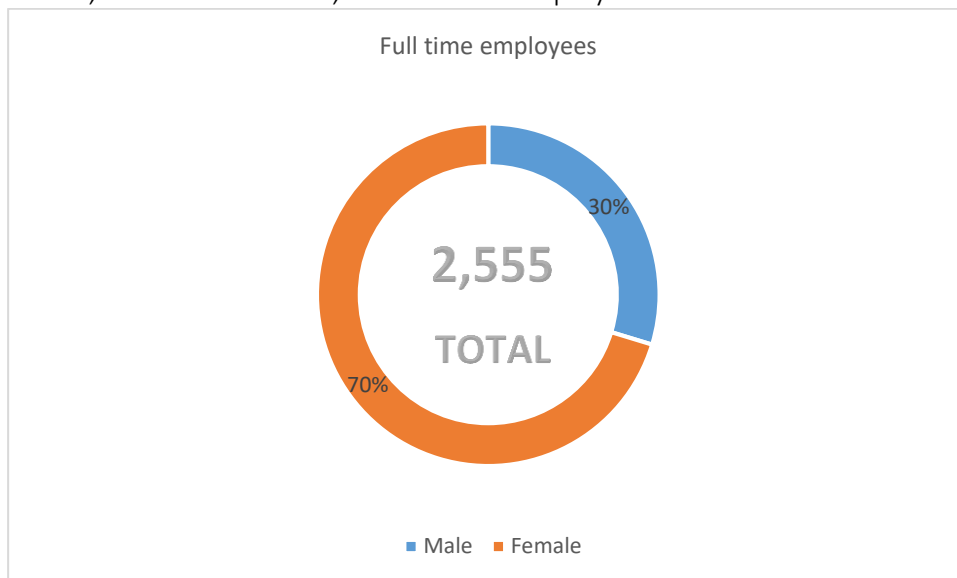
We have engaged a third-party specialist to monitor our effluent and ensure that our wastewater quality meet the statutory environmental requirements. We have tightened the monitoring and recording of raw water usage, using the water and recycled water meters. This allows us to better track our usage and alerts the team on any potential leakages in the piping systems.

As a policy, we recycle 100% of the recyclable waste that we have. This means that all our pallets and cartons are reused/recycled. In 2018, we maintained the percentage of waste that was reused, recycled or composted as per 2017 levels, meeting our 2018 target. Going forward, we are targeting zero-incidents of non-compliance with laws and regulations concerning waste management/disposal.

Labour Practices

We believe equal opportunities and fair labour practices drive loyalty and productivity in our staff base. This is why our human resource policies are grounded in equal opportunities and fair employment practices. In our recruitment process, all qualified candidates will be considered without discrimination of gender, age, ethnicity, religion, marital status, sexual orientation, trade union association and national origin.

Diversity is also important for a creative workforce, able to handle and manage a wider range of challenges that come their way. This resilience is important for Broadway’s continued success. The charts below provide a quantitative measure of employee diversity. As of 31 December 2018, we have in total 2,555 full-time employees in BTH and BWX.



Male 30% | 759 Female 70% | 1,796

- < 30 years old 36% | 917
- 30 – 50 years old 62% | 1,590
- > 50 years old 2% | 48

Our compensation is line with the market and employees are also entitled to a variety of benefits, such as medical care, paid annual leave and gifts during traditional festivals.

We are a family-friendly employer.

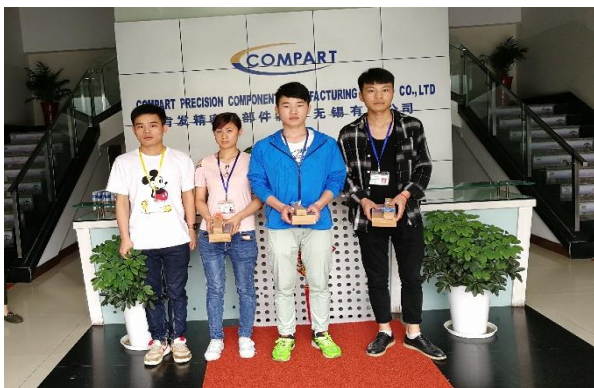


A Broadway mother taking nursing leave

Broadway supports employees in maintaining good work-life balance. We cherish the value of family and adopt pro-family policies. On top of paid maternity and paternity leave, we also grant expectant mothers extra resting time and nursing leaves for mothers with newborn babies.

To maintain a strong team that understand each other's roles and functions, we arrange regular teamwork and collaboration events.

In 2018, these events included an Indoor Sports day and an Environmental 5S Cleaning Day at BWX. The Indoor sports day aimed to build team spirit and for staff to mingle with other departments and get to know each other better. The games were inside a small indoor area instead of outdoor big area and most of the games were modified to make them more interesting and challenging for the participants. There were prizes for the winner of each game. The Environmental 5S Cleaning Day was to encourage staff to show pride in their environment and surroundings and involved staff in teams of 2-3 persons to patrol through the factory compound area to clear away all the rubbish.



At BTH, staff were treated to a New Year’s “Back to School” themed party and a Songkran Festival party.



Training and Education

Indicator	2018 Performance	Performance against 2018 target	Target for 2019
Percentage of employees receiving performance reviews	100%	<ul style="list-style-type: none"> Achieved - 100% of eligible employees receiving regular performance reviews 	<ul style="list-style-type: none"> 100% of eligible employees receiving regular performance reviews

Training is important for updating our employees with skills necessary for growth. We feel it is both a responsibility and an opportunity for the business to provide our employees with internal and external training that will support their growth.

We provide a range of learning and development programmes to cater to the learning needs of our employees, covering topics such as management and leadership, professional skills training, software and languages. To emphasise on the importance of corporate citizenship, we incorporate ESG education in our orientation training for employees, where we raised awareness on environmental responsibilities, business ethics, as well as occupational health and safety.

Staff Training - Wuxi

Aside from our usual and ongoing staff training and development, in 2018, we had two major training events.

Annual First Aid Training

20 staff members participated in a First Aid Training Course. The practical training was conducted over half a day at our Wuxi location and led by a qualified Red Cross Certified Trainer. The training provided basic first aid knowledge on how to respond in the event of an accident or heart attack, or other common first aid scenarios. Each staff received a Red Cross First Aid badge for course completion.

Effective Communication and Management

A one-day training course was held for 40 BWX employees. The training course aimed to increase the effectiveness of communication and business management and was conducted by an external consultant. Managers were training in effective communication and management of teams in order to gain better results from their team members. The class was conducted in groups of 4 or 5 with each group participating in the various group activities.



To further support the professional growth of our employees, annual performance reviews are conducted to communicate employees' performance and career goals. In 2018, 100% of employees received feedback on their performance as well as suggestions for improvement from their supervisors.

Staff Training - Thailand

Aside from our usual and ongoing staff training and development, in 2018, we held a major Six Sigma training across the staff base.

Six Sigma

Six Sigma is a comprehensive and flexible system to achieve, sustain and maximize business success.

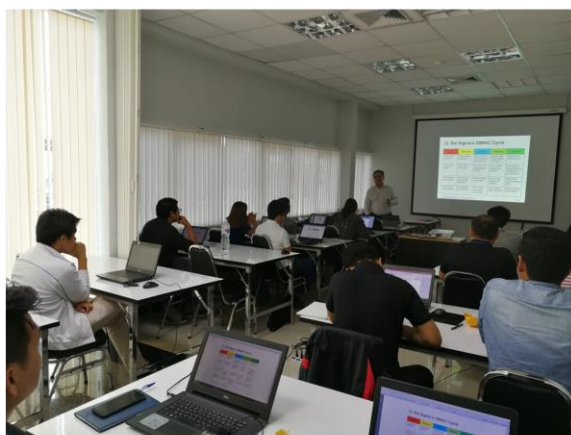
The essence of Six Sigma is

- Detailed and current understanding of customers’ needs
- Disciplined use of facts, data and statistical analysis
- Emphasis on managing, improving and re-inventing key business processes to reduce variation and improve quality.

BIGL conducted one wave of Six Sigma training across all sites between Jul-2018 to Dec-2018. A total of 39 Six Sigma Black Belts have been trained.

Refresher and enhancement coaching for Six Sigma Black Belts and special training for people managers are carried out on an on-going basis by BIGL Six Sigma Coordinator to grow the Six Sigma culture through-out BIGL.

Deployment of Six Sigma is a major effort in striding towards becoming the preferred supplier partner by our customers.



English language training

Staff in Thailand were also given the opportunity to improve their English language through English language training conducted in 2018. This was considered important for their general knowledge and welfare, as well as for reporting into Singapore HQ. A professional trainer was engaged for this initiative.



Health and Safety

In the process of electronic manufacturing, our employees are exposed to a certain degree of health and safety risks. As a responsible employer, we are committed to ensuring that these risks are addressed and mitigated, wherever possible.

Occupational Health and Safety

2018 Highlights

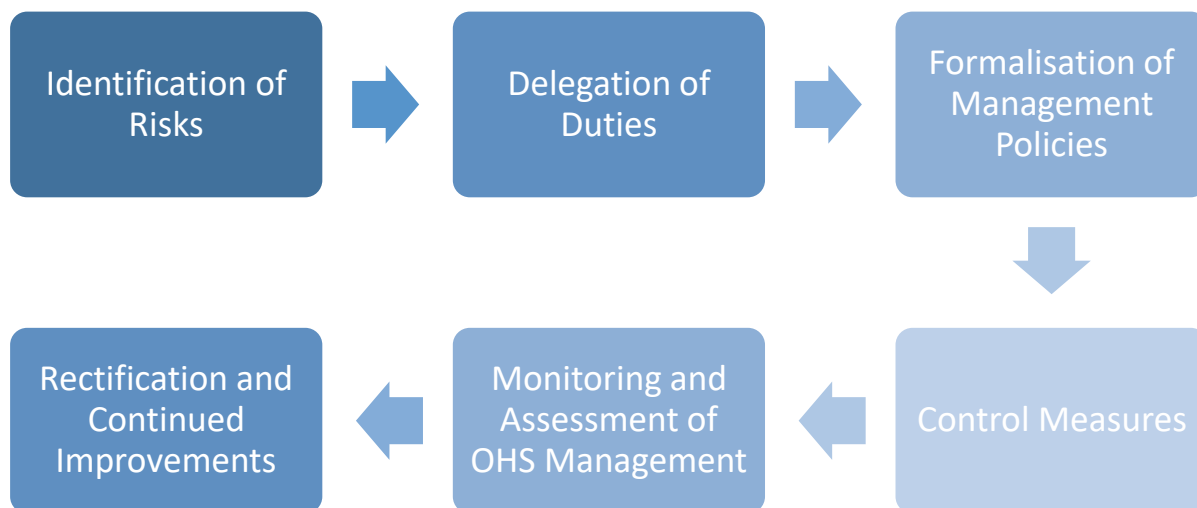
Indicator	2018 Performance	Performance against 2018 target	Target for 2019
Number of Workplace Fatalities	Refer to the table below	<ul style="list-style-type: none"> Achieved - Zero workplace injuries leading to a fatality or permanent injury 	<ul style="list-style-type: none"> Zero workplace injuries leading to a fatality or permanent injury
Accident Frequency Rate (AFR)			
Accident Severity Rate (ASR)			
Absentee Rate			

Broadway has established an Occupation Health and Safety Manual, following ISO14001:2015, OHSAS 18001 as well as national safety standards according to the location of operation. In addition, each location has a health and safety team in place and prepared to react

to issues. The flow chart below outlines our management process regarding occupational health and safety. While occupational health and safety (“OHS”) responsibilities are shared among all departments, the manual specifies the responsibilities of each department as either taking the lead or supporting role in specific OHS issues, thus improving accountability. But policies and procedures are not useful unless the culture of safe working is inculcated, and each employee feels a sense of ownership for health and safety. OHS are integrated as one essential part in employee on-boarding programmes.

What is OSHAS 18001?

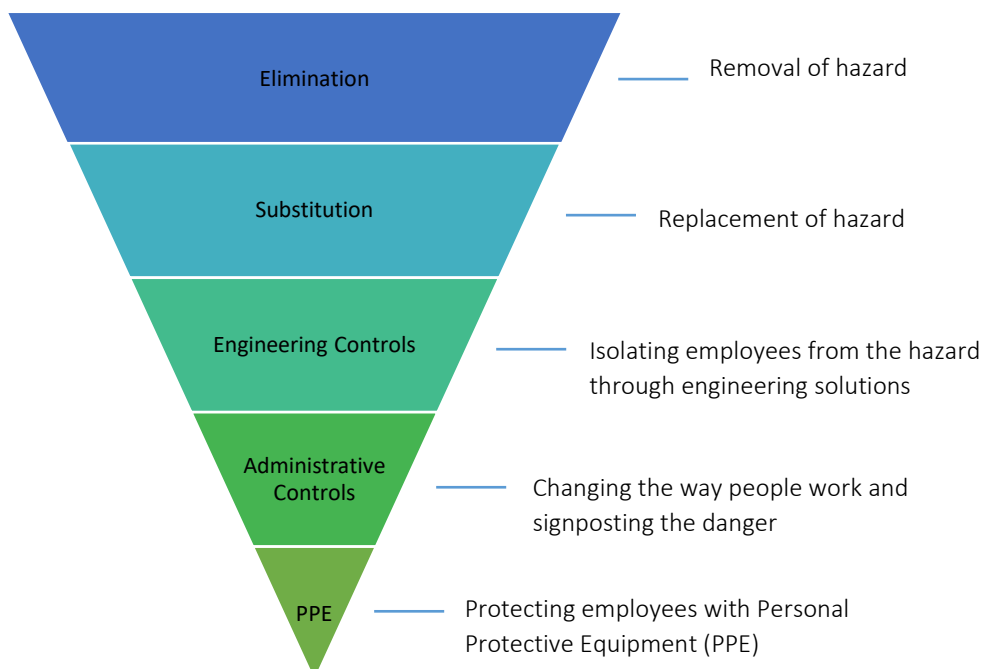
OHSAS 18001 is a worldwide accepted British Standard which outlines Good Practice requirements for the development and management of an organisation’s Occupational Health and Safety Management System (OHSAS).



As part of the culture of safety, identification of risks is a key step in the process. Based on experience and site visits, we have categorised occupational hazards into five different risk levels based on a matrix of:

- i) Possibility of occurrence;
- ii) Frequency of exposure for employees and;
- iii) Severity of consequences

All risks graded “Highly Dangerous” and above will need to be registered and approved by the management. Targeted actions plans are also tailored to mitigate those risks, as illustrated in the Hierarchy of Controls chart below.



Once risks are identified, Broadway strengthens its preparedness by conducting regular checks and arranging contingency plans. For example, for all chemicals, Broadway obtains Material Safety Data Sheet from suppliers, which documents the potential hazards (health, fire,

reactivity and environmental) of the chemical product and how to work safely with it. Labelling of chemicals and its dangers being adequately signposted will allow this hazard to be better managed. Training for all employees is completed to be sure they understand the how to handle the chemicals and the standard safety procedures in chemical storage, transportation and utilisation. In BTH, we also perform monthly safety patrols in the factories. All practices that raise concerns will be recorded, and follow-up remediation are monitored and tracked.

Hazardous Material Classification of Isopropyl Alcohol at Broadway

Isopropyl Alcohol



Number 1: Can cause significant irritation

Number 3: Can be ignited under almost all ambient

Number 0: Stable

Number -: Not applicable

In 2018, there were no workplace fatalities. The accident frequency rate (“AFR”) was 0.50 and the accident severity rate (“ASR”) was 5.13. The absentee rate was 1.48 days per employee per year. Although it appears our AFR and ASR have decreased, the decrease is in fact due to a change in definition. In 2018, we included injuries that result in at least one day medically certified leave.

	2017	2018
Number of Workplace Fatalities <i>Number of workplace deaths</i>	0	0
Accident Frequency Rate (AFR)¹ <i>Number of lost-time injuries per million man hours worked</i>	1.06	0.50
Accident Severity Rate (ASR)² <i>Number of lost days per million man-hours worked</i>	62.61	5.13
Absentee Rate³ <i>Number of absentee days per employee per year</i>	2.29	1.48

¹ Accident Frequency Rate (as per Ministry of Manpower of Singapore) = $\frac{\text{Number of Lost-time Injuries}}{\text{Number of Man-hours Worked}} \times 1,000,000$. A lost-time injury is a workplace injury that results in at least one day medical leave.

² Accident Severity Rate (as per Ministry of Manpower of Singapore) = $\frac{\text{Number of Lost Days}}{\text{Number of Man-hours Worked}} \times 1,000,000$. A lost day is a day of medical leave as a result of a lost-time injury.

³ Absentee Rate = $\frac{\text{Number of Absentee Days}}{\text{Employee Headcount (as of 31 December 2017)}}$

An absentee day is a day of medical leave because of incapacity of any kind, not just as the result of work-related injury or disease, excluding permitted leave absences such as holidays, study, maternity or paternity leave, and compassionate leave.

Sustainability Governance

Broadway has established a formal sustainability governance structure to manage sustainability related issues effectively.



The Board remain the overall in charge at the top of the structure. Their role is to oversees the management of sustainability issues. The Sustainability Steering Committee is formed of senior management and incorporates a corporate Champion a Champion of STF and a Champion of BWX. The Project Coordinator develops sustainability strategy, manages overall sustainability performance and reports periodically to the Board. At the working group level, there is the Sustainability Working Committee (“SWC”), which consists of representatives from the various business units, including HR, Facility, Quality and Production. SWC supports the SSC to implement sustainability practices in the daily operations of our business.

Regulatory Compliance

2018 Highlights

Indicator	Performance for 2018	Performance against 2018 target	Target for 2018
Confirmed incidents of corruption	Zero incidence of confirmed corruption	Achieved	Zero incidents of confirmed corruption
Critical non-compliance with environmental and socio-economic laws and regulations	Zero incidents of non-compliance	Achieved	Maintain zero incidents of non-compliance

Corruption prevention and environmental and socio-economic compliance are areas which are strictly managed, operating through a framework of prudent controls.

The prevention of corruption is managed through the set up anti-corruption policies, covering topics such as the employment of relatives, receiving of gifts and entertainment, as well as conflict of interest. Employees are made aware of these policies through employee orientation and they are included in the Employee Handbook. A Whistleblowing Policy protects our employees if they were to report any improprieties in good faith. In 2018, there was zero incidence of confirmed corruption and we aim to maintain the same level of performance for 2019.

As a baseline, we must meet regulatory compliance in order to meet stakeholders' expectations and maintain the license to operate. As with our other business risks, at Broadway, we include regulatory risks into the framework of risks that we assess, monitor and manage. We adhere to relevant environmental and socio-economic laws, which governs a range of issues like effluent discharge, labour practices, health and safety, as well as intellectual property and privacy. Having a robust ESG management system, as demonstrated by the effective governance of the key sustainability pillars in the sections above, helps Broadway to reinforce ESG policies and monitor compliance. In 2018, there was no incidence of non-compliance with environmental and socio-economic laws and regulations which resulted in significant fines or sanctions. For more information, please refer to Corporate Governance Report in Broadway's Annual Report 2018.

Supplier Environmental and Social Assessment

2018 Highlights

Indicator	Performance for 2018	Performance against 2018 target	Target for 2019
Percentage of new suppliers that were screened using environmental and social criteria	100%	achieved - 100% of new suppliers to comply with the RBA Code of Conduct	100% of new suppliers to comply with the RBA Code of Conduct

We recognise that our environmental and social impacts extend beyond the boundaries of our company to the value chain. As we engage with various suppliers for our material needs, we will have to ensure that the materials obtained are of quality. In order to manage both quality and ESG impacts, we require that that suppliers met certain standards such as the RBA. With higher expectations placed on corporate responsibility by consumers, almost all our key clients have joined the RBA's network to push the sustainability agenda within the electronics industry. As a Tier 1 supplier of electronic parts, Broadway is expected to be held accountable to the common code of conduct of RBA. In turn, Broadway has exercised similar due diligence processes on our suppliers.

This supplier assessment is integral to our risk management and we have a set of policies and procedures in place to screen our suppliers as well as support them to implement the RBA

Code of Conduct. We provide training programmes for suppliers to communicate the code requirements.

Prior to formal engagements, we will socialise RBA-related expectations with suppliers. An RBA Code of Conduct Checklist will have to be completed, or a Letter of Commitment will have to be signed. For assurance purposes, Broadway also conducts random onsite visits and audits for the shortlisted suppliers for RBA compliance. Moreover, we strengthen monitoring on key suppliers by mandating RBA Validated Assessment Process (VAP)⁴, which is completed by third-party independent auditors. In 2018, we have screened 100% of new suppliers using environmental and social criteria. In addition, the team at BTH completed audit site visits of two of our suppliers. These visits are completed every two years and key agenda items for inspection are labour conditions, Health and safety, Environment and Ethics.



We use conflict-free minerals

Due to the nature of our electronics business, we inevitably use various minerals, including tantalum, tin, tungsten and gold (commonly referred to as “3TG”), which originate in mines around the world. The 3TG metals have become known as “conflict minerals” because much of it is sourced from the Democratic Republic of the Congo and adjoining countries where a decades-long civil war is being waged. This conflict has been exacerbated by various groups fighting to control mines and transit routes used in the trade of these minerals.

Broadway has exercised extra prudence on the due diligence of the source and chain of custody of these minerals. We avoid directly or indirectly financing or benefitting those armed groups by using conflict-free minerals.

⁴ Our suppliers will need either to have conducted VAP or indicate the intention to conduct VAP.

Corporate Social Responsibility

Broadway aspires to bring about positive social and environmental impacts to the local community. In 2018, Broadway has launched several CSR activities to give back to the society.

Blood donation

These initiatives included a blood donation drive. Every 4 months, an area of our facilities is converted into a clinically prepared blood donation centre, where BTH staff are encouraged to come down and donate.



Tree planting drive

In addition, 15 staff from BTH joined Tree Planting project with Hi-Tech Industrial Estate, the purpose of this activity was to increase environmental -awareness and to improve the quality of the natural environment and help to restore degraded land.

