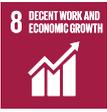


# UN Sustainable Development Goals

We have earlier identified 11 SDGs where we believe we have the most impact as a business through our operations, initiatives and programmes.

## Singtel Group Programmes and UN SDGs

SDG	SINGTEL GROUP'S POSITION	SINGTEL GROUP'S EFFORTS AND PROGRAMMES
 <p><b>Goal 3: Good Health and Well-being</b> Ensure healthy lives and promote well-being for all at all ages</p>	<p>The Singtel Group views any potential risk to the health and safety of our stakeholders seriously, and we actively promote health, safety and well-being at the workplace and in the broader community.</p>	<p><b>Workplace health and safety:</b> We provide a safe work environment for our people and actively promote awareness of workplace occupational health and safety. We introduced a revised Health, Safety and Security Policy which incorporated security and vigilance in all aspects of our work life. (page 25)</p> <p><b>Digital citizenship:</b> Our efforts in cyber wellness and digital citizenship are the cornerstone of our well-being and safety agenda. (page 32-33)</p> <p><b>Electromagnetic energy:</b> We monitor research findings on EME and comply with ICNIRP and ARPANSA standards. In Singapore, we engage NEA to conduct EME measurements at locations of concern. In Australia, we design and deploy our network to comply with the relevant Federal Government mandated exposure standards. (page 37)</p>
 <p><b>Goal 4: Quality Education</b> Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>The Singtel Group has an important role in enabling the progress, development and inclusion of vulnerable segments of the society through the support of education and skills development opportunities.</p>	<p><b>Staff training and development:</b> We invest heavily in skills training, education and development of our people to support our Future of Work vision and strategy. (page 24-25)</p> <p><b>Vulnerable children and youth:</b> We support the education of children with special needs, at-risk youth and young people to prepare them to join the workforce. (page 29-31)</p> <p><b>Digital citizenship:</b> We actively promote responsible digital citizenship. We are a strategic partner of the global #DQEveryChild learning programme which created the world's first measurement of Digital Intelligence Quotient. (page 32-33)</p>
 <p><b>Goal 5: Gender Equality</b> Achieve gender equality and empower all women and girls</p>	<p>The Singtel Group treats everyone with respect and consideration at all times, regardless of gender, age, ethnicity, language, cultural background, physical ability, religious belief and lifestyle choice.</p>	<p><b>Gender representation at work:</b> Female employees are well represented across all levels of the organisation. In Australia, we recognise that more female representation is needed in senior leadership and technical roles. The Singtel Group has an equitable remuneration structure based on work performance without gender bias. (page 22-23, 26-27)</p>
 <p><b>Goal 7: Affordable and Clean Energy</b> Increase substantially the share of renewable energy in the global energy mix</p>	<p>The Singtel Group is committed to adopting cleaner energy to reduce our reliance on fossil fuels.</p>	<p><b>Sustainable energy sources:</b> We explore opportunities in alternate forms of energy to reduce our grid dependency. Details of our efforts are on our <a href="#">website</a>. (page 13)</p> <p><b>Greening our networks:</b> We invest in greening our networks and implement energy efficiency programmes. (page 15)</p>

SDG	SINGTEL GROUP'S POSITION	SINGTEL GROUP'S EFFORTS AND PROGRAMMES
 <p><b>Goal 8:</b> <b>Decent Work and Economic Growth</b> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>The Singtel Group is committed to growing with our people and making the company a vibrant workplace across our global operations.</p>	<p><b>Fair employment:</b> We employ over 24,000 people worldwide representing about 90 different nationalities. We have been a signatory of the UN Global Compact since 2007. We also have a sustainable supply chain management programme to promote and uphold human and labour rights practices among our suppliers. (page 20, 40-41)</p> <p><b>Economic growth:</b> We contribute to economic growth and national GDP by supporting Singapore as a key ICT and innovation hub for businesses.</p>
 <p><b>Goal 9:</b> <b>Industry, Innovation and Infrastructure</b> Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p>	<p>The Singtel Group innovates continuously to stay at the forefront to bring the latest and the best services to our customers, and works with changemakers to bring creative solutions to solve social problems.</p>	<p><b>Innovation:</b> We innovate to bring the latest and the best services and experience to our customers. Our social innovation programme, the Singtel Group Future Makers, supports charities, social entrepreneurs and social enterprises that believe technological innovation plays a key role in addressing social causes in Singapore, Australia and the regional markets where we operate. (page 36)</p> <p><b>Infrastructure:</b> We invest in our fixed and mobile networks to offer a superior customer experience. We also invest in cyber security to protect the ICT infrastructure of our enterprise customers as well as training of cyber security and smart cities professionals. (page 35)</p>
 <p><b>Goal 10:</b> <b>Reduced Inequality</b> Reduce inequality within and among countries</p>	<p>The Singtel Group is committed to creating equal opportunity for both our people and our communities.</p>	<p><b>Workplace diversity:</b> We create an open and trusting workplace environment characterised by equal opportunity, as well as a diverse, inclusive, collaborative and learning culture. (page 22-23)</p> <p><b>Equal opportunity:</b> We have supported four runs of SG Enable's 12-week RISE Mentorship Programme in Singapore since its launch in 2017. 13 management staff volunteers from various business units mentored tertiary students with disabilities. (page 23, 33)</p>
 <p><b>Goal 11:</b> <b>Sustainable Cities and Communities</b> Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>The Singtel Group leverages our ICT competence to develop solutions that improve quality of living, and focuses on building a resilient network infrastructure.</p>	<p><b>Inclusive smart cities:</b> We actively support Smart City and Smart Nation visions and we are developing a suite of smart home solutions for our customers. We conduct workshops for senior citizens in Singapore to use smartphones and social media apps, as well as online safety tips like protecting their online privacy and against scams. We are also a founding partner of the Australian Business Roundtable for Disaster Resilience and Safer Communities. (page 16)</p>
 <p><b>Goal 12:</b> <b>Responsible Consumption and Production</b> Ensure sustainable consumption and production patterns</p>	<p>The Singtel Group actively monitors our waste management practices as part of our business operations and environmental conservation efforts.</p>	<p><b>Going green:</b> We aim to reduce paper use in our business operations and actively promote the 3Rs – Reduce, Reuse and Recycle – to our people. We provide recycling facilities at our retail shops in Singapore and Australia. We have a joint e-waste recycling programme in Singapore with SingPost and we continue to support the Mobile Muster programme in Australia. (page 17-18)</p>
 <p><b>Goal 13:</b> <b>Climate Action</b> Take urgent action to combat climate change and its impacts</p>	<p>The Singtel Group is committed to understanding, managing and minimising our environmental footprint across our value chain, including our business operations, suppliers and customers.</p>	<p><b>Environmental Focus:</b> We have set a Science Based Target of reducing our absolute carbon footprint by 42% by 2030 across our Singapore and Australia operations. We aim to achieve and exceed this target of reducing global warming to below 1.5 degrees Celsius. These targets will reduce our Scope 1 and 2 emissions using a science-based approach, while Scope 3 emissions will be addressed through our supply chain efforts. (page 10-19)</p>
 <p><b>Goal 17:</b> <b>Partnerships for the Goals</b> Revitalise the global partnership for sustainable development</p>	<p>The Singtel Group is committed to establishing partnerships and collaborations to solve some of the most pressing social or sustainability needs, whether locally or globally.</p>	<p><b>Key Partnerships:</b> We have formed strong relationships with key partners for our strategic programmes targeting at meeting our sustainability and community needs. These partners include: ABCN, ABR, AVPN, DQ Institute, Global Compact Network Singapore, National Council of Social Service, NVPC, SG Enable, Singapore Business Network on DisAbility, Telco Together Foundation and The Smith Family. (page 16-17, 29-33)</p>