

SUSTAINABILITY REPORT

BOARD STATEMENT

The Board of Directors (the “Board”) of the Group recognises the need to disclose our environmental, social and governance (“ESG”) practices and performances and has produced our second sustainability report (“SR”) to shareholders for the financial year ended 31 December 2018.

The Group is committed to create constant growth through sustainable practices and effort. Pivotal to the Group’s continued growth is the Board’s belief that our key stakeholders’ interests are of the utmost importance.

The Company acts in the best interest of our shareholders’ long term interest through our continuing effort of being financially prudent whilst managing our risks (operational and strategic). The Group endeavours to align these long-term interests with that of our stakeholders.

ABOUT THIS SUSTAINABILITY REPORT, REPORTING LOCATIONS, BOUNDARIES AND PERIOD

The Group’s second SR covers the period from 1 January to 31 December 2018 (“2018”). This SR was prepared using reference from Rule 711A and 711B of the Listing Manual of the Singapore Exchange Securities Trading Limited (“SGX-ST”) and was prepared using the “Global Reporting Initiative Standards: Core option” (“GRI Standards”) as a guideline.

Unless otherwise stated, this report covers the ESG aspects of the Group’s operations across three regions broadly defined as America, Europe and APAC (covering Asia and Rest of the World). The entities contributing data for this SR remain the same as those contributing data for the previous SR. This SR does not evaluate performance against any established targets yet but the Group remains committed to setting targets and goals as the SR matures.



SUSTAINABILITY REPORT

The Board will continue to oversee the identification and management of sustainability practices. Our Management team will assist to identify, measure and address sustainability related matters on an ongoing basis.

No external assurance was sought for the preparation of this SR.

GOVERNANCE AND DISCLOSURES

The Board, supported by our senior management, was involved in the current assessment and review of sustainability issues. Oversight of the SR remained delegated to Mr Malcolm John Burrell, our Executive Director, Chief Technical Officer and Chief Risk Officer.

Nonetheless, the Board continues to have oversight on sustainability issues and responsibilities including the identification of internal and external stakeholders, their engagement, broad base material topics, and in future years, tracking of their performance and progress.

In conducting its business, the Group always seeks to adhere to local legislations and upholds a high standard of corporate governance.

A detailed report on our governance disclosures can be found on pages 25 to 40 as set out in this Annual Report ("AR").

WEBSITE AND FEEDBACK

We welcome our stakeholders' views and feedback, and these can be emailed to us at SR@globalinvacom.com

A soft copy of our AR 2018 is downloadable at our website: <https://www.globalinvacom.com>

RISK MANAGEMENT AND INTERNAL CONTROL

The Board is responsible for risk governance and its management practices. The Board has the responsibility to ensure that a sound set of internal controls are in place to mitigate risk and safeguard shareholders' interests.

The Board approves key risk management policies, the level of tolerance and oversight on design, monitoring, and implementation of risk management and the internal controls system. Further information on our risk management and internal controls can be found in the Report on Corporate Governance as set out in this AR.

CODE OF BUSINESS CONDUCT

The Group does not currently have a comprehensive or generic Code of Conduct. We intend to review and consolidate our common practices and incorporate them into a Group policy handbook with a view to clearly defining written rules for our employees when dealing with third parties. So far, we have started the process of reviewing the existing common practices.

The Company has in place a Whistle-Blowing policy, overseen by our Audit and Risk Committee, which provides a channel for our employees to raise concerns they may have about potential or actual improprieties directly to the Lead Independent Director. The Company protects whistle-blowers from any form of retaliation, harassment or other discriminatory acts.

ANTI-BRIBERY AND CORRUPTION POLICY

The Company has zero tolerance of bribery and corruption, and employees are expected to uphold the highest standards of professional conduct. There have been no reportable incidents of any employee engaging in bribery or corruption in 2018.

The Group also confirms that there was no monetary incentive or equivalent provided to any politically exposed person or political parties to secure any contract in 2018.

CUSTOMER PRIVACY

In the course of ordinary business, the Company operates at the business to business level, and hence the collection of customer's personal data is minimal. The Group has not identified any substantiated complaints concerning breaches of customer privacy during 2018.

The Group has appointed Data Protection Officers to oversee customer data collection in Singapore and the United Kingdom ("UK"). Our Chief Risk Officer has oversight of the data protection regulations in the various countries in which we operate.

MATERIALITY ASSESSMENT FRAMEWORK

As part of the GRI Standards disclosures, the Group has adopted the recommended approach of the four reporting principles namely stakeholder inclusiveness, sustainability context, its materiality, and completeness when determining material, strategic and reporting issues.

The likelihood and impact matrix for risk assessment was aligned with the Group's sustainability strategy when prioritising material ESG factors. For 2018, the material topics were reviewed so that they remained relevant and aligned. There was no recommended change of material topics subsequent to the review.

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COMMITMENT AND DISCLOSURES OF KEY PERFORMANCE INDICATORS (“KPIs”)

All data in the SR was extracted internally from our kept documents and/or records to ensure accuracy. While the SR does not specifically evaluate performance against established targets, the Group is committed to set targets and goals for future reporting.

As of 31 December 2018, our data gathering was still in progress and not complete for certain indicators and regions. As such, wherever data is inadequate or not available for presentation, we have included an explanatory note.

As disclosed in 2017, the Group hopes to establish and implement data tracking and gathering mechanisms for improved reporting going forward. The following baseline was put in place to commit to certain targets using KPIs.

PERFORMANCE INDICATORS	COMMITMENT (TARGET)	KPIs
Economic Performance	Grow profits and improve cash flow	<ul style="list-style-type: none"> • Revenue • Operating costs • EBITDA
Energy Efficiency	Maintain and ideally reduce energy consumption through energy efficiency measures. Adopt energy efficient assets and renewable energy solutions	<ul style="list-style-type: none"> • Energy consumption • Energy intensity, expressed as kWh per dollar of revenue
Water Conservation	Maintain and ideally reduce water consumption and encourage use of treated/recycled water	Water consumption
Occupational Health & Safety	Provide a safe and healthy work environment Reduce the injury rate and lost day rate year on year	<ul style="list-style-type: none"> • Work-related fatalities • Injury rate • Lost day rate • Absentee rate
Training & Education	Improve employees competencies	<ul style="list-style-type: none"> • Programs implemented • Training hours per staff
Customer Health & Safety	Ensure legal compliance in all areas of operations and be ethical in business conduct and practices	Non-compliance incidents with regulations and/or voluntary codes
Socioeconomic Compliance	No incidents of non-compliance, and uphold high standards of ethical business conduct and practices	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations

STAKEHOLDER ENGAGEMENT

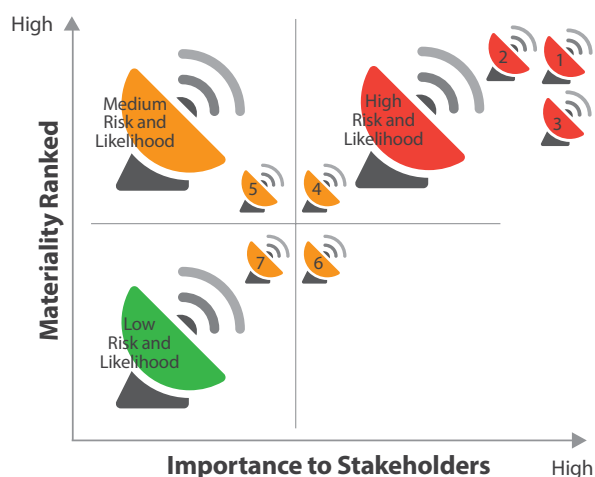
For 2018, Management and the Company Secretary had performed an internal assessment of key stakeholder groups, their concerns (if any) and expectations. For 2019, the Group may consider sending out survey form to seek out the views of our stakeholders.

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A list of stakeholders, as identified by management, is provided in the table below, together with the ways in which the Company engages with these stakeholders.

STAKEHOLDERS	EXPECTATION	ENGAGEMENT	OUR RESPONSE
GOVERNMENT & REGULATORS	<ul style="list-style-type: none"> Regulatory compliance and feedback 	<ul style="list-style-type: none"> SGX/AIM quarterly announcements Annual reports Ongoing dialogues 	To comply with prevailing rules and legislation
CUSTOMERS	<ul style="list-style-type: none"> Product quality and safety User experience Recycling of waste and consumables Health and safety in workplace 	<ul style="list-style-type: none"> Feedback form Meeting sessions and client management Website/phone contact/email 	Via regular communication whether formal or informal meetings. We also ensure that products of good quality are delivered to our end users
EMPLOYEES	<ul style="list-style-type: none"> Remuneration and benefits Career development and progression Training opportunities Job security Health and safety in the workplace 	<ul style="list-style-type: none"> Annual performance appraisal system Training and education opportunities Face to face meetings News via emails and circulars 	<ul style="list-style-type: none"> Be open and transparent about our human resource policies Feedback obtained through formal appraisal and informal sessions
INVESTORS & SHAREHOLDERS	<ul style="list-style-type: none"> Group's growth Risk management and internal controls Economic performances Shareholders' return 	<ul style="list-style-type: none"> General meetings Quarterly results and presentations Annual reports Company's corporate website 	<ul style="list-style-type: none"> Adhere to guidelines as recommended by regulators Ensure transparent and timely dissemination of all material information to shareholders and stakeholders
CONTRACTORS & SUPPLIERS	<ul style="list-style-type: none"> Environmental compliance Ongoing certification and specification 	<ul style="list-style-type: none"> Face to face meeting Email/phone contact Feedback on product supplied and their quality 	To devise ethical procurement policies and internal processes to ensure equitable treatment of all our suppliers when selecting vendors or awarding contracts

KEY MATERIAL FACTORS IDENTIFIED, RANKED AND CHOSEN BY MANAGEMENT



Materiality Ranked	Importance to Stakeholders	Map to GRI
1	Economic Performance	201
2	Training & Development	403
3	Health & Safety	416
4	Energy Efficiency	302
5	Water Conservation	303
6	Recycling	303
7	Socioeconomic Compliance	419

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ENVIRONMENTAL HIGHLIGHTS

ENVIRONMENTAL	FY2018	FY2017
Energy intensity (kWh per US\$)	0.20	0.21
Energy used (kWh)	24,001,308	25,454,833
Water consumption intensity (m ³ per US\$1,000)	0.55	0.66
Water consumption (m ³)	68,218	76,543
Rainwater harvested (m ³)	635	0
Water recycled (m ³)	650	650
Non-hazardous waste (tonnes)	2,331	1,875
Non-hazardous waste recycled (tonnes)	2,154	1,471
Hazardous waste (tonnes)	1.3	5.5

Note: The Group has not reported CO₂ emissions in this initial report, but intends to do so going forward.

ELECTRICITY AND GAS

The Group consumes electricity and gas directly as an end user at our facilities, with the vast majority being used in our manufacturing plants. No renewable sources or self-generated energy was obtained internally.

In 2018, the Group's energy consumption by region is shown in the table below:

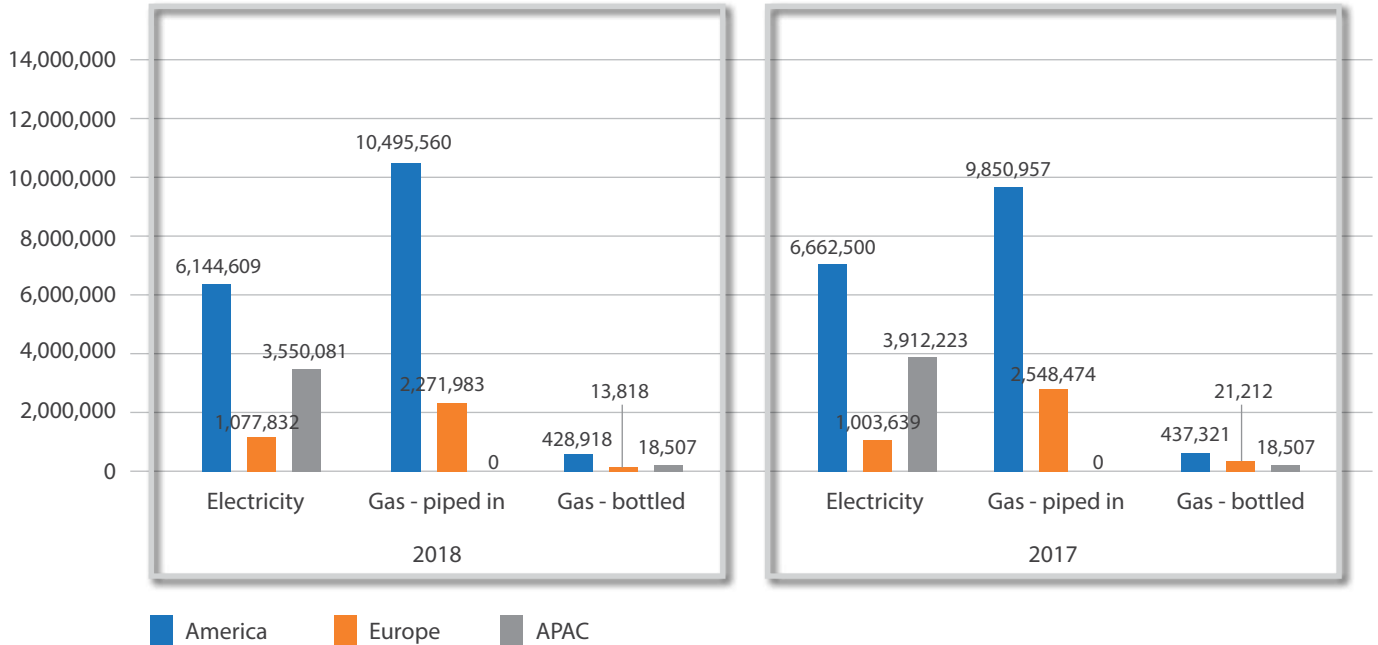
Energy Type (kWh)	America	Europe	APAC	Group
Electricity	6,144,609	1,077,832	3,550,081	10,772,522
Gas – piped in	10,495,560	2,271,983	0	12,767,543
Gas – bottled	428,918	13,818	18,507	461,243
Total	17,069,087	3,363,633	3,568,588	24,001,308

In 2018, the Group consumed a total of 24,001,308 kWh, down slightly from 24,454,833 in 2017. The decrease was attributable to normal operational variances and not because of any initiatives. The Group will seek to identify and implement energy reduction initiatives going forward, which may include the use of renewables.

SOCIAL HIGHLIGHTS

EMPLOYEES	FY2018	FY2017
Number of employees	984	971
Full time employees	984	961
Temporary employees	0	10
Average new hires (Group basis)	12%	10%
Male employees	430	435
Female employees	554	536
Average training hours per employee (Female)	28	26
Average training hours per employee (Male)	21	13
Average employee turnover rate (Group basis)	15%	12%
Fatal accidents	Nil	Nil

Energy Consumption by Region (kWh)



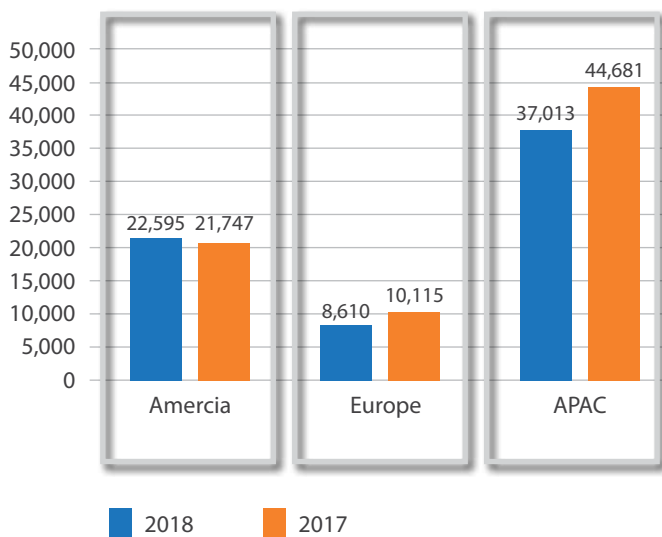
WATER

The Group does not consume large volumes of water in its manufacturing processes. The Company only draws water from public utilities for our business operations. In 2018, our total water consumption was 68,218 m³ which was 10.88% lower than 2017.

WATER RECYCLING AND DISCHARGE

Water used as part of the production process is largely discharged to the public sewage systems in the countries in which we operate. In 2018, we continue to recycle less than 1% of the water we consume.

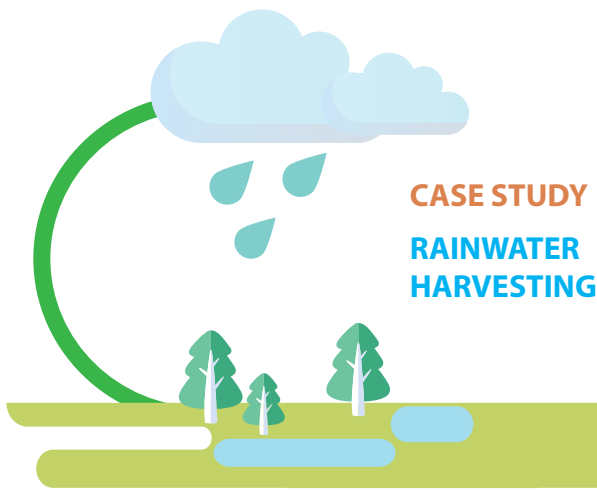
Water Consumption (m³) by Regions



Discharge Destination	Vol (m ³) 2018	Vol (m ³) 2017
Through a defined discharge point (point source discharge)	68,966	73,418
Over land in a dispersed or undefined manner (non-point source discharge)	0	0
As wastewater removed from the organisation via truck	0	12
Total Water Discharged	68,966	73,430

The Group will continue to identify and implement water reduction and recycling initiatives.

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In 2018, we have started rainwater harvesting in Accrington, UK. At this facility, we consume approximately 20,000 litres of water per day mainly for use on the pre-treatment part of our paint line. During rainy days, a reduction in water consumption of 30% to 40% each week was observed.



WASTE AND EFFLUENTS

The waste generated at our manufacturing plants includes scrap metal, wood and cardboard. All waste is disposed using waste contractors hired by our respective manufacturing plants in accordance with the prevailing laws, and disposed of through recycling, landfill or incineration. Where possible, for instance in the case of scrap metal, our waste is recycled by specialist contractors.

In 2018, approximately 2,331 tonnes of non-hazardous waste was generated by the Group, of which approximately 2,154 tonnes (92.41%) was recycled. In 2017, the Group had recycled 1,471 tonnes. Hazardous waste is disposed of by specialist waste contractors.

Disposal Method	America Weight (kg)		Europe Weight (kg)		APAC Weight (kg)	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Reuse	0	0	0	0	0	6,500
Recycling	0	661,140	2	1,454,240	0	38,931
Recovery	0	0	9,865	0	0	0
Incineration	0	0	0	0	1,905	0
Landfill	0	85,183	0	66,953	0	470
Others	1,400	0	0	17,841	0	0
Total	1,400	746,323	9,867	1,539,034	1,905	45,901

DIVERSITY AND EQUALITY

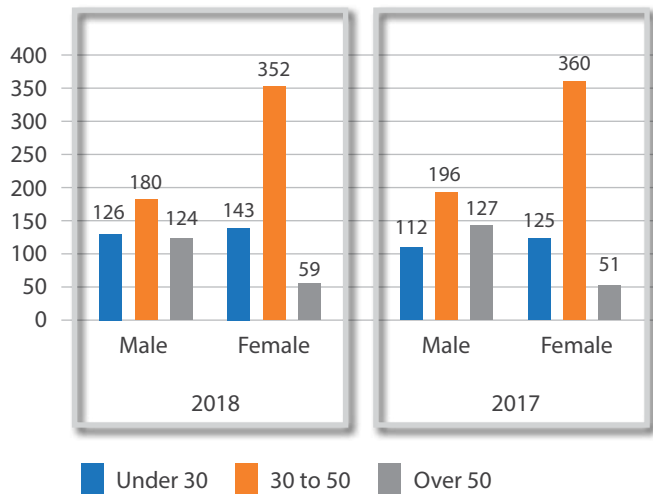
The Company is an equal opportunities employer, and does not tolerate discrimination. There were no incidents of discrimination reported in 2018. The Group ended the year with a total of 984 employees, 56% of whom were female and 44% were male (2017: 55% Female: 45% Male).

The Group complies with all labour laws in the regions in which we operate. We have a zero tolerance of the use of child labour, both within our own facilities and in those of our suppliers.

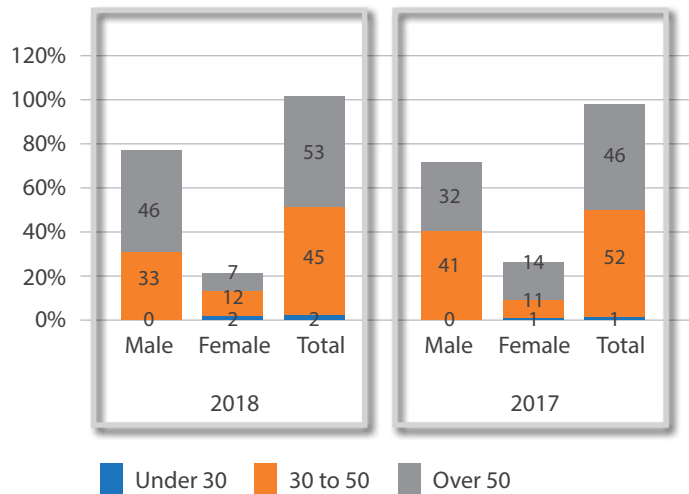
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Our management teams throughout the Group are largely drawn from local people, with the exception of the executive team who are all from the UK. In 2018, out of the 43 members of the Group's management teams, 21% were female and 79% were male.

Breakdown of Employees by Age and Gender



Senior Management Team by Age and Gender (%)



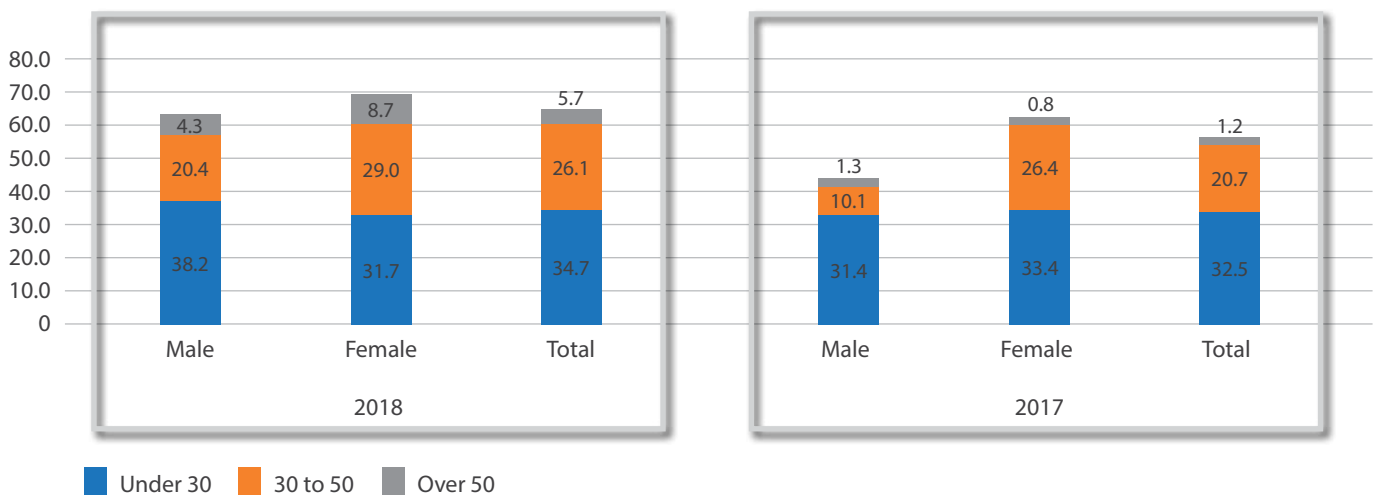
TRAINING AND EDUCATION

The Group recognises that our employees are key stakeholders and that their knowledge and skills are critical in achieving overall success. We also believe that staff retention and productivity can both be improved through the personal development of our workforce.

The Company offers structured training to equip our employees with the skills and knowledge required within the business, and makes use of both in-house and external training. All employees of the Group receive regular reviews of their performance and development through the use of an appraisal system. In 2018, the Group provided a total of 24,257 hours of training for its workforce.

The Group is continuously seeking to develop and improve its employee training programmes.

Average Number of Training Per Employee by Gender (Hours)



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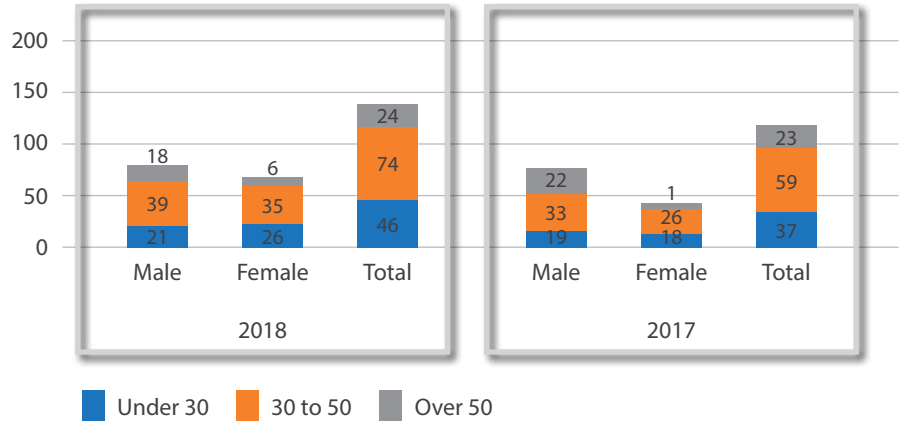
EMPLOYEE ENGAGEMENT AND TURNOVER

The Group offers a range of benefits to its employees, which vary by region and includes some or all of the following – parental leave, life insurance, healthcare, and pension provision. As previously mentioned, all employees receive a regular appraisal. The various entities within the Group also hold events such as team building exercises and staff dinners.

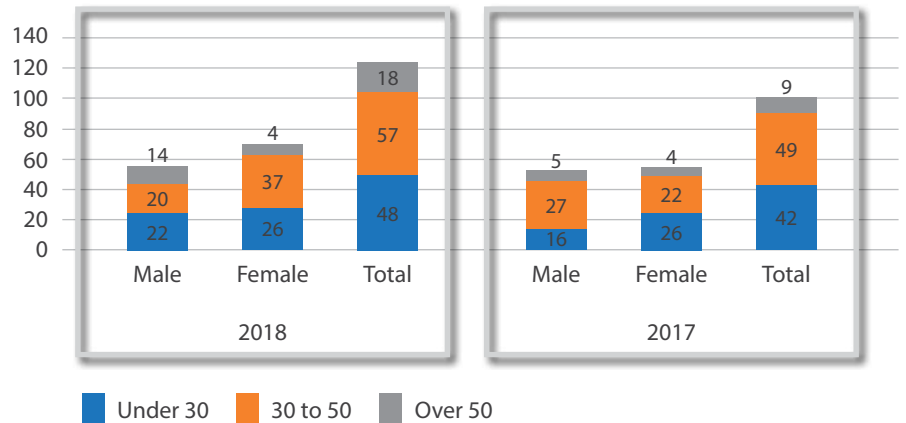
The overall staff turnover rate of the Group in 2018 was 15% compared with 12% in 2017. This increase was mainly due to some limited restructuring.

We continue to develop our engagement with our employees, and will also continue to monitor and report on our staff turnover, with the aim of improving our employee engagement and reducing staff turnover (other than where required for operational reasons).

Leavers



New Hires



Our Teams



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HEALTH AND SAFETY

The Group is committed to providing a safe working environment for its employees and also to providing products which are safe for its customers to use.

Each of the Group's facilities complies fully with all local occupational health and safety (OSH) regulations and there were no breaches identified in 2018. There were no fatalities or serious work-related injuries, and neither were there any incidents of work-related diseases. None of the injuries sustained at our facilities were life threatening and there was no loss of life in 2018.

As at the date of this SR, there was no significant incident of non-compliance with regulations and/or voluntary codes concerning the health and safety aspect or impacts in the locations where we managed our business.

Product safety is inherent in our product design, product manufacturing and material procurement processes. The Group is not aware of any non-compliance with regulations and/or voluntary codes, nor has it been made aware of any safety issues arising out of the use of our products in 2018.



Eastern Arc Twin Slimline



Phase Array Gateway Antennas



Western Arc Triple Slimline



In 2018, the facility in Shanghai, China obtained a honorary certificate of hierarchical management and control of production safety risk issued by the Safety Inspection Bureau, a Chinese government bureau.

We have successfully completed the transition to the new 2015 standards for ISO 9001 (quality management systems) and ISO 14001 (environmental management).



ISO Training



ISO Certificate

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SOCIOECONOMIC

The Group takes seriously its obligations to comply with the legislation and standards in the regions in which it operates. In 2018, there was no reportable incidents of significant fines due to non-compliance with existing labour laws and/or regulations across the Group.

COMMUNITY

As a good corporate citizen, the Company strives to minimise our impact on the environment. Our various facilities largely draw their workforces from the local communities in which they are based. The Group currently makes available a nominal amount for each entity to support local charitable causes. Going forward, the Group intends to review and ideally increase its charitable involvement and contributions to the various local communities in which it operates.

INDIRECT ECONOMIC IMPACT

The Group's operations contributed to the economies of the countries in which it operates. We have sustained and created employment, up-skilled local workforces through training and on-the-job experience, and contributed to tax revenues.

SUPPLY CHAIN AND PROCUREMENT POLICY

The Group recognises the crucial role that its suppliers play in the overall operation and success of the business. We are dependent on our suppliers, and so it is generally in the Group's interest for our suppliers to continue to be successful, whilst supplying quality components at a good price.

The Group also recognises that the overall sustainability of its operations depends not just on its own performance in the ESG aspects, but also on that of its suppliers.

Whilst we have some way to go in formulating and implementing a policy in respect of the sustainability of our suppliers, we do conduct formal assessments on many of our existing key suppliers, and also on new suppliers. These assessments do cover some ESG aspects, including the use of child labour.

Going forward, the Group intends to formulate a Group-wide procurement policy, which will include a requirement for suppliers to report on the key relevant ESG aspects.

LOCAL SUPPLIERS

The Group strives to keep its supply chains short and local. However, many of the components used in the Group's products, notably semi-conductors, are sourced from large multi-national corporations, and so it is not always possible to source locally. Furthermore, the need to remain competitive may lead to the sourcing of components from the most cost-effective suppliers, which may be located off-shore. The Group will review the practicality of providing objective supply chain data with respect to locality in its future reports.

MEMBERSHIP OF ASSOCIATIONS

The Group participates in various professional associations and business federations. A list of these is provided below:

- Confederation of Aerial Industries
- Society for Broadband Professionals
- Make UK Manufacturing Organisation
- Singapore Business Federation
- MTSFB (Malaysia Technical Standards Forum Bhd)
- JOSCAR (Joint Supply Chain Accreditation Register)
- Smithfield Chamber of Commerce

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GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
1. Organizational Profile		
102-1	Name of the organisation	AR FY2018
102-2	Activities, brands, products, and services	1-3, AR FY2018
102-3	Location of headquarters	Singapore
102-4	Location of operations	11, 87-89, AR FY2018
102-5	Ownership and legal form	Public Listed Company (Limited by Share Capital)
102-6	Markets served	11, AR FY2018
102-7	Scale of the organisation	11, AR FY2018
102-8	Information on employees and other workers	16, 18-20, AR FY2018
102-9	Supply chain	22, AR FY2018
102-10	Significant changes to the organisation and its supply chain	22, AR FY2018
102-11	Precautionary principle or approach	34-38, 109-117, AR FY2018
102-12	External initiatives	16-22, AR FY2018
102-13	Membership of associations	22, AR FY2018
2. Strategy		
102-14	Statement from senior decision-maker	2-3, 12, AR FY2018
3. Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	1, AR FY2018
102-17	Mechanisms for advice and concerns about ethics	12-13, 36, AR FY2018
4. Governance		
102-18	Governance structure	25, AR FY2018
5. Stakeholder Engagement		
102-40	List of stakeholder groups	14-15, AR FY2018
102-41	Collective bargaining agreements	Not applicable. No collective bargaining agreements.
102-42	Identifying and selecting stakeholders	14-15, AR FY2018
102-43	Approach to stakeholder engagement	14-15, AR FY2018
102-44	Key topics and concerns raised	14-15, AR FY2018
102-45	Entities included in the consolidated financial statements	87-89, AR FY2018
102-46	Defining report content and topic boundaries	12-13, AR FY2018
102-47	List of material topics	15, AR FY2018
102-48	Restatements of information	Not applicable. This is the second year of reporting and there was no restatement.
102-49	Changes in reporting	Not applicable.
102-50	Reporting period	1 January 2018 to 31 December 2018
102-51	Date of most recent report	FY2018
102-52	Disclosure reporting cycle	Annual
102-53	Contact point for questions regarding the report	13, AR FY2018
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	23-24, AR FY2018
102-56	External assurance	Not applicable. This is the second year of reporting.

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GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
103-1	Explanation of material topic and its boundary	13-14, AR FY2018
103-2	The management approach and its components	14-15, AR FY2018
103-3	Evaluation of the management approach	14-15, AR FY2018
Economic Presence		
201-1	Direct economic value generated and distributed	6, AR FY2018
Market Presence		
202-2	Proportion of senior management hired from local community	19, AR FY2018
Indirect Economic Impact		
203-1	Infrastructure investments and services supported	22, AR FY2018
Anti-Corruption		
205-2	Communication and training on anti-corruption policies and procedures	13, AR FY2018
205-3	Incidents and action taken	13, AR FY2018
Energy		
302-1	Energy consumption within the organisation	AR FY2018
302-3	Energy intensity	16-17, AR FY2018
302-4	Reduction of energy consumption	16, AR FY2018
Water		
303-1	Total water consumption	17-18, AR FY2018
303-3	Water recycled and reused	17-18, AR FY2018
Effluents and Waste		
306-1	Water discharge by quality and destination	17-18, AR FY2018
306-2	Waste by type and disposal method	17-18, AR FY2018
Occupational/Health and Safety		
403-1	Staff represented in OHS committee	21, AR FY2018
403-2	Occupational injury	21, AR FY2018
Training/Education		
404-1	Average hours of training	19, AR FY2018
404-2	Employee skills upgrade and transition assistance programmes	19-20, AR FY2018
404-3	Performance and career development reviews	20, AR FY2018
Diversity and Equal Opportunities		
405-1	Diversity	18, AR FY2018
Public Policy		
415-1	Political contributions	12, AR FY2018
Customer Health and Safety		
416-1	Health and safety impacts assessment of products and services	21, AR FY2018
416-2	Incidents of non-compliance	21, AR FY2018
Customer Privacy		
418-1	Customer privacy and losses of customer data	13, AR FY2018
Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	22, AR FY2018