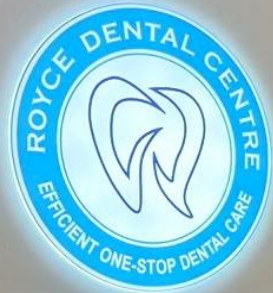




ROYCE
DENTAL GROUP



ROYCE
DENTAL CENTRE

2025

SUSTAINABILITY REPORT

For the period covering **1 January 2025 – 31 December 2025**



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CEO STATEMENT

DR YEO KOK BENG

CHIEF EXECUTIVE OFFICER
ROYCE DENTAL GROUP



At Royce Dental Group (Royce or the Group), our purpose has always been guided by a simple belief, which is to provide accessible, ethical, and patient-centered dental care while contributing positively to the communities we serve.

As the Group continues to grow rapidly across Singapore, we recognise that our responsibility extends beyond delivering quality clinical care. We are equally committed to building a sustainable company that creates long-term value for our patients, our people, our partners, and society.

It is therefore my pleasure to present Royce Dental Group's inaugural Environmental, Social and Governance (ESG) Report. This report marks an important milestone as we set out the principles that have long guided how we operate responsibly and continue to build a stronger foundation for sustainable and consistent growth.

In recent years, Royce has continued to experience steady growth, both in the scale of our operations and the strength of our team.

Our expanding network of clinics locally and growing workforce reflects the increasing demand for accessible, quality dental care. This growth has allowed us to create more job opportunities for healthcare professionals, serve a larger patient population, and reinvest in initiatives that benefit both our communities and the Group.

We believe that responsible growth is essential to building a resilient healthcare company that can continue delivering meaningful impacts in the long-term.

Looking ahead, ESG will play an important role in supporting our corporate development and long-term business strategy. By building a sustainable and responsible Group today, we aim to create lasting value for future stakeholders while continuing to deliver quality dental care to the communities we serve.

While this inaugural report reflects the progress we have made, it also marks the beginning of our ESG journey. We will continue to make progress towards our sustainability targets by reducing our environmental footprint, deepening our community impact, and strengthening our governance standards. I look forward to reporting on that progress in the editions ahead.

I would like to extend my sincere appreciation to our dedicated team members, partners, and community stakeholders whose trust and support have made this journey possible.

Together, we will continue advancing our mission of improving oral health while making a meaningful difference in the communities around us.

ABOUT THIS REPORT

This report covers **Royce Dental Group's** sustainability performance from:

**1 January 2025 -
31 December 2025**

Reporting framework



The report was meticulously crafted with reference to the **Global Reporting Initiative (GRI) standard**, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.



GREENHOUSE
GAS PROTOCOL

Our carbon accounting processes are aligned with the **GHG Protocol methodology**, ensuring a comprehensive, transparent, and standardised disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.



This report is aligned with the **United Nations Sustainable Development Goals (SDGs)**, demonstrating our commitment to integrated action across social, environmental, and economic dimensions to support the 2030 Agenda.

External assurance

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

✉ **Contact:** enquiry@roycedental.com.sg

📍 **Address:** 115A Commonwealth Drive
#04-09 (S) 149596

🌐 **Website:** <https://roycedental.com.sg/>



ROYCE DENTAL GROUP

Royce Dental Group was established to provide comprehensive dental services ranging from general dentistry to specialised treatments, while maintaining a welcoming and approachable environment for patients. Operating through its brands, Royce Dental, Denticare, and Smileworks, the Group draws on years of experience across both private and public healthcare settings to deliver high-quality dental care that remains accessible and cost-effective for the communities it serves. Royce Dental is the Group's flagship family-focused brand offering comprehensive general and specialist dental care across Singapore, Denticare is a longstanding community dental brand known for accessible everyday and preventive dental services, while Smileworks is the Group's premium specialist-focused brand centred on advanced aesthetic, orthodontic, and surgical treatments. The Group is also supported by Royce Dental Academy, its training arm for clinical education and professional development.

Supported by a team of dedicated dental professionals, Royce Dental Group continuously invests in staff development through regular training and professional upskilling. This ensures that patients receive care aligned with current best practices, advanced clinical knowledge, and a strong emphasis on safety and well-being. Through its services and professional standards, the Group aims to contribute positively to community health while upholding responsible and sustainable healthcare practices.

Location of Operations Reported



Headquarters:
Singapore



AWARDS & CERTIFICATIONS

Invisalign Black Diamond 2020 to 2023 and 2025



Royce Dental Group got our first Invisalign Black Diamond Provider status in 2020 and this award reflects the significant number of clear aligner treatments delivered annually by our team of Orthodontists. This highlights our clinical experience and commitment to expanding access to modern, minimally invasive orthodontic care.

Since then, the Group has been consistent and has achieved the Black Diamond status for 4 years consecutively.

Singapore Health Quality Service Award 2022 & 2023



Launched in 2011 by SingHealth, the Singapore Health Quality Service Awards (SHQSA) is Singapore's first dedicated platform aimed at honouring outstanding healthcare professionals from across the healthcare sector who have delivered quality care and excellent patient experience.

Our Group was honoured to receive these awards, and this is a testament to our dedicated clinical team who made an impact on our patients.

High-Growth Companies Asia-Pacific 2026



Royce Dental Group was recognised by the Financial Times and Statista as one of the *High-Growth Companies Asia-Pacific 2025*, ranking 356th across the region.

This recognition is based on independently verified revenue growth, reflecting the Group's strong financial performance, commitment to transparency, and robust governance practices. It also highlights Royce Dental's ability to scale sustainably while continuing to deliver high-quality care and long-term value for patients, staff, and partners.

PARTNERSHIPS



Company of Good

At Royce Dental Group, giving back and serving the community has always been at the core of what we do. Our goal is to enhance lives by providing accessible dental care to the vulnerable community and those in need.

Royce Dental Group is proud to be accredited as a Company of Good in 2025, a recognition of our continued commitment to giving back to the community.

This accreditation affirms our efforts in driving positive social impact through accessible dental care, community partnerships, and sustainable business practices.

NDP Principal Partner

Part of NDP Principal Partner from 2023 to 2025. Royce Dental Group supported the NDP show participants and provided oral health scanning for them.

Through this initiative, we were proud to engage with the community and contribute to the well-being of the many individuals who dedicate their time and energy to making the parade possible.



For many years, Royce has actively contributed to the community through a wide range of outreach and social responsibility initiatives. From mobile dental clinic deployments to community partnerships and dental screenings for seniors at both within the communities and nursing homes, these efforts reflect our commitment to giving back to society and improving access to essential oral healthcare.

As we continue to expand, we aim to strengthen these initiatives through a more structured and scalable approach, ensuring that our efforts to do good remain closely aligned with our vision and mission for the years ahead.

By collaborating with government agencies and community partners, we strive to contribute meaningfully by supporting public health and community wellbeing.

MATERIAL TOPICS

Material Topic Overview

Identifying material sustainability topics is essential to ensure our reporting addresses the most relevant issues for our business and stakeholders. For this inaugural sustainability report, Royce Dental Group determined its material topics through industry benchmarking and reference to sectoral best practices. Moving forward, we plan to enhance our materiality assessment by engaging both internal and external stakeholders to provide a more comprehensive and inclusive perspective.

Methodology and Standards

We aligned our materiality assessment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines to identify the most relevant sustainability topics for our business and stakeholders. In addition, we reviewed commonly disclosed topics in sustainability reports published by companies within the healthcare and dental services sector to ensure alignment with industry practices and expectations.

Material Topics		
ENVIRONMENTAL	SOCIAL	GOVERNANCE
Energy	Employment	Anti-Corruption
Water Consumption	Occupational Health & Safety	Patient data privacy
Emissions	Training & Education	Pricing & billing transparency
	Diversity & Equal Opportunity	Fraud & ethical practice
	Quality care & patient satisfaction	
	Access for low-income patients	
	Management of controlled substances	

SUSTAINABILITY TARGETS

To support Royce Dental Group’s long-term sustainability strategy, we have established sustainability targets across our material ESG priorities. These targets provide a clear roadmap for reducing environmental impact, strengthening our workforce and patient care standards, and upholding strong governance practices. They will guide our sustainability efforts and help ensure accountability as we progress on our ESG journey.

Material Topic	Goal	Targets for FY2026
Energy & Emissions Management	Reduce electricity consumption intensity	Achieve a 3% reduction in electricity consumption intensity compared to FY2025 baseline
	Monitor greenhouse gas (GHG) emissions intensity	Achieve a 3% reduction in combined Scope 1 and 2 emissions intensity compared to FY2025 baseline
Waste Management	Reduce waste generation	Implement a system to track volumes of hazardous and non-hazardous waste generated
Workforce Health & Safety	Maintain a safe working environment	Maintain TRIR below industry benchmark levels
Employee Development & Retention	Strengthen workforce management practices	Maintain voluntary turnover at prior-year levels; Achieve an average of 60 training hours per employee annually
Quality of Care & Patient Satisfaction	Enhance patient care quality and experience	Implement a standardised process to review feedback across clinics and execute improvement actions
Business Ethics	Ensure ethical conduct and compliance	Achieve zero non-compliance cases; Maintain publicly accessible pricing information
Patient Privacy & Electronic Health Records	Safeguard patient data integrity and confidentiality	Conduct annual training on data protection; Maintain zero data breaches or leaks

CURRENT PROGRESS

FY 2025



ENVIRONMENTAL

Total Energy Consumption

5,561.952

GJ

Total absolute GHG emissions (Scope 1, 2, and 3)

628.533

tCO₂e

Total Water Consumption

15,299.740

m³



SOCIAL

48.0



Average training hours

Gender ratio of male and female



Young to older employees*



*Young: Under 30 years old, Older: Over 30 years old



GOVERNANCE

24/7



access to whistleblowing channel to every employee

0



incident relating to corruption and/or bribery

SOCIAL METRICS



Community Engagement (CSR)

Mobile Dental Clinic:

Bringing Smiles to the Community

The mobile dental clinic was first launched by NTUC Health in 2017 with the primary goal of improving access to dental care, particularly for the less privileged and vulnerable members of the community. It is equipped to provide essential dental services such as scaling and polishing, as well as fillings.

Since its inception, the mobile clinic has been regularly deployed to community centres and partner nursing homes. Following the merger between Denticare and Royce Dental, the clinic has primarily served our long-term nursing home partners, continuing our commitment to serving seniors with compassion and care.

In 2025, we expanded our outreach by bringing the mobile dental clinic into the heartlands, making dental care even more accessible to residents across various neighbourhoods. Notable engagements include our participation in the Toa Payoh East Health event and a community visit to the Kebun Bahru estate.



SOCIAL METRICS

Community Engagement (CSR)

Educational Dental Talks for the Community

Royce Dental Group is deeply committed to promoting oral health education, empowering the community to take charge of their dental well-being before problems arise. We believe that with the right guidance and positive encouragement, everyone can achieve and maintain good oral hygiene over time.

To further this mission, we actively collaborate with the community and corporate partners to bring dental health talks directly to the public. Notable partners include the People’s Association and the National Library Board.



Giving back to the migrant community with St Andrew and HealthServe

Our dedicated dental team makes weekly visits to both St Andrew and HealthServe to provide essential dental care to migrant workers in need. These visits focus on preventive care, pain management, and restorative treatments—delivered at affordable rates without compromising on quality.

We are always open to collaborating with like-minded partners who share our commitment to accessible dental care. We welcome the opportunity to explore new possibilities together.

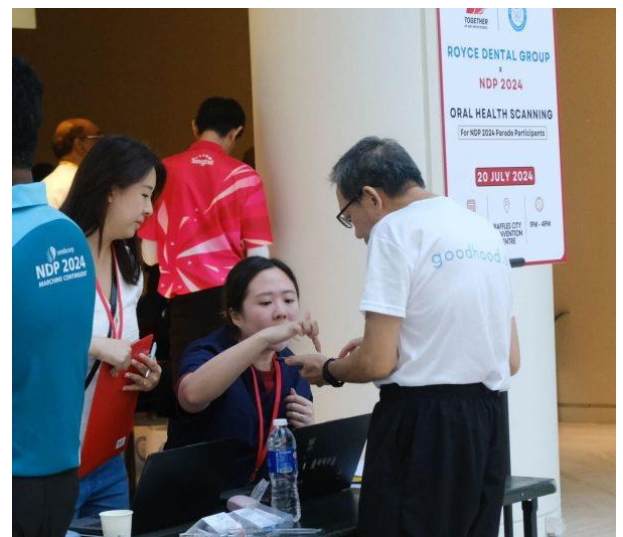


SOCIAL METRICS

Community Engagement (CSR)

Advancing Community Care through NDC Collaboration

Royce Dental Group actively collaborates with the National Dental Centre Singapore (NDC) to support national healthcare initiatives and advance standards of dental care within the community. In August 2025, we partnered with NDC on Project Silver Screen, a nationwide functional screening programme for Singaporeans aged 60 and above. Through this initiative, we contributed to improving early detection of health concerns while promoting greater awareness of oral health among the elderly population.



Children's Dental Health Month (Feb 2025)

As part of our commitment to preventive care and community outreach, Royce Dental Group hosted preschool children across our clinics during Children's Dental Health Month in February 2025. These visits were designed to introduce young children to the dental environment in a positive and engaging manner, helping to reduce anxiety and build familiarity from an early age. By fostering early awareness and encouraging positive dental behaviours, we aim to support long-term oral health outcomes and instil confidence in young patients as they develop lifelong habits.



SOCIAL METRICS

Diversity and Equal Opportunity

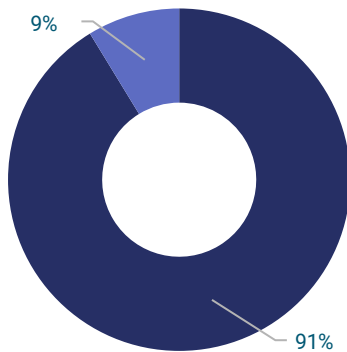
Total Number of Employees

Employees¹	378
Contractor Employees^{1,2}	170

¹As at 31 December 2025

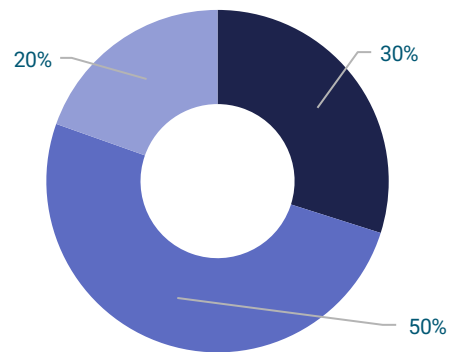
²Contractor Employees represents clinicians, who are excluded from the graphs below

Number of employees by Gender



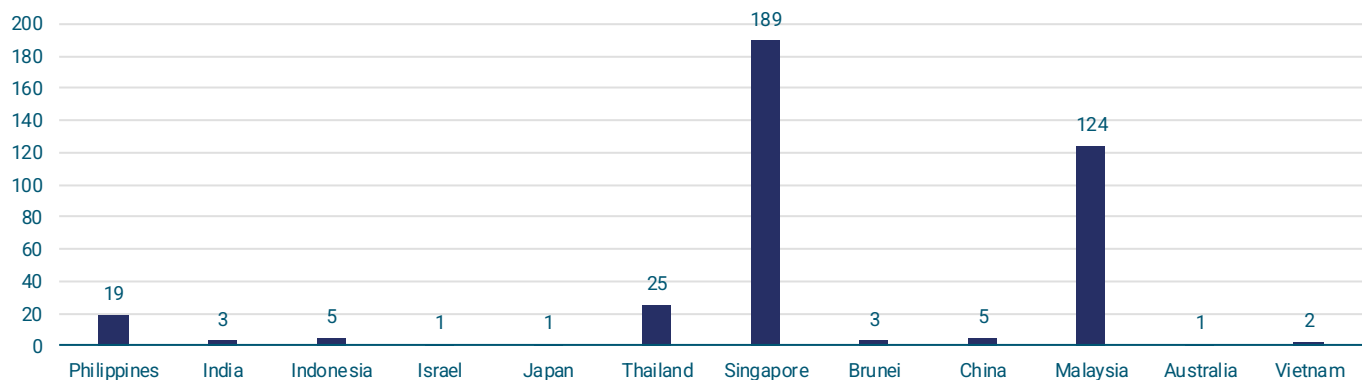
- Female 345
- Male 33

Number of employees by Age Group




- Under 30 years old 113
- 30-50 years old 191
- Over 50 years old 74

No. of employee by Nationality



SOCIAL METRICS

Supporting Employee Well-being: New Hires

 New Employee Hires			
Category	Items	Number	Rate
By Age Group	Below 30 years old	61	54%
	Between 30 to 50 years old	55	29%
	Above 50 years old	9	12%
By Gender Group	Male	17	52%
	Female	108	31%

Note: Rates are calculated by dividing the number of new hires by the current employee headcount for each respective category.

At Royce Dental Group, we continuously strengthen our team by welcoming dental professionals and support staff committed to delivering high-quality patient care.


We have implemented comprehensive human resources policies to foster a safe, inclusive, and supportive working environment. All staff are onboarded with an Employee Handbook outlining key standards, including code of conduct, working hours, career development opportunities, workplace safety, and staff welfare.

Through structured onboarding and clear guidelines, we ensure that all team members uphold our standards in dental care, hygiene, and patient safety, while building a workplace where every individual feels valued and respected.



SOCIAL METRICS

Supporting Employee Well-being: Retention

 Employee Turnover			
Category	Items	Number	Rate
By Age Group	Below 30 years old	74	65%
	Between 30 to 50 years old	57	30%
	Above 50 years old	20	27%
By Gender Group	Male	15	45%
	Female	136	39%

Note: Rates are calculated by dividing the number of turnover by the current employee headcount for each respective category.

We place strong emphasis on building a supportive and engaging work environment that encourages long-term growth and retention. We aim to create a workplace where employees feel valued, respected, and motivated to contribute to the organisation’s success.

To support this, we provide a range of benefits designed to enhance employee well-being and financial security. These include healthcare and insurance coverage, parental and special leave, retirement support, and performance-based incentives such as bonuses and salary increments.

We continue to monitor workforce trends, including employee turnover, with the aim of maintaining voluntary turnover at low levels and below industry benchmarks where practicable, while strengthening retention through ongoing workplace and career development initiatives.

SOCIAL METRICS

Supporting Employee Well-being: Engagement

Zoo Family Day

As part of our commitment to employee well-being and engagement, Royce Dental Group organised a Zoo Family Day in December 2025 for our staff and their families. This initiative provided a meaningful opportunity for team members to unwind, strengthen relationships, and build a stronger sense of community outside the workplace.

The event encouraged employees to spend quality time with their loved ones in a relaxed and enjoyable setting, fostering deeper connections among colleagues and promoting a supportive and inclusive work culture. By creating a family-friendly environment, we support work-life balance and recognise the important role that employees' personal support networks play in their overall well-being.

Through such initiatives, we aim to enhance employee satisfaction, boost morale, and reinforce long-term retention, while nurturing a workplace culture that values care, inclusivity, and a strong sense of belonging.



SOCIAL METRICS

Occupational Health and Safety

Number of fatalities as a result of work-related injury

0



Number of high-consequence work-related injuries

0



Number of recordable work-related injuries

0



Number of recordable work-related ill health cases

0



At Royce Dental Group, we prioritize the health and safety of our employees and patients by maintaining safe, clean, and hygienic clinic environments supported by established safety protocols, infection control standards, and regular staff training.

Our operations team maintains an incident reporting framework to ensure workplace incidents, hazards, and faulty equipment are promptly reported and addressed.

In line with Royce Dental's strong safety performance, we are formalizing our health and safety performance tracking through the monitoring of Total Recordable Incident Rate (TRIR), with the objective of maintaining TRIR below industry benchmark levels and further strengthening our proactive safety culture across all clinics.

SOCIAL METRICS

Training and Education

Average Hours of Trainings per year per employee



48.0 hours
Male



48.0 hours
Female

At Royce Dental Group, we are committed to continuously developing our team to ensure the highest standards of patient care and service. We provide a range of training programmes, including Basic Dental Assisting, customer service training, and other professional development sessions to enhance both clinical and interpersonal skills.

These training initiatives equip our employees with the knowledge and confidence needed to perform their roles effectively while maintaining strong patient relationships. By investing in continuous learning, we ensure our team stays up to date with best practices and is well-prepared to deliver safe, reliable, and high-quality dental care.

Looking ahead, we will continue to expand structured training opportunities and aim to maintain an average of 60 training hours per employee annually to support ongoing workforce development and high-quality care delivery.

Quality Care & Patient Satisfaction

At Royce Dental, we value the services we provide to our patients. We have been consistently gathering feedbacks through survey platforms from our patients regarding clinic experience, waiting times and services etc. Moving forward, we plan to formalise a periodic analyses of gathered feedbacks and identify areas of improvements to enhance patients' experience.

In recognition of our quality care, we have received the Invisalign black Diamond 2020 to 2023 and 2025, as well as the Singapore Health Quality Service Award 2022 & 2023.

GOVERNANCE METRICS

Board Composition



DR YEO KOK BENG
EXECUTIVE DIRECTOR &
GROUP CEO



DR EVAN LIM
EXECUTIVE DIRECTOR &
GROUP COO



JOSHUA ANG
NON-EXECUTIVE
DIRECTOR



NICHOLAS NG
NON-EXECUTIVE
DIRECTOR

Governance

Strong governance and responsible management remain central to our operations. As the healthcare landscape evolves, organisations are increasingly expected to demonstrate not only financial performance, but also meaningful contributions to society and sustainable business practices.

We prioritise patient safety and quality assurance while strengthening systems that support efficient, transparent, and high-quality care delivery. Through collaborations with healthcare institutions and community partners, we also work to expand access to dental care and improve oral health outcomes in the communities we serve.

Embedding ESG principles into our operations strengthens Royce Dental's long-term resilience and positions us to partner with like-minded stakeholders who share our commitment to responsible growth. In parallel, we continue to enhance our data protection practices through improved system controls and employee awareness, ensuring that patient information remains secure as digital systems become more integrated into our operations.

GOVERNANCE METRICS

Anti-Corruption

Royce Dental Group is committed to conducting business with integrity, transparency, and full compliance with applicable laws and regulations. We maintain a zero-tolerance approach towards corruption, bribery, fraud, and unethical conduct, and expect the same standards from our employees and business partners. Employees are expected to remain vigilant and report any suspicious or unethical behavior, while the Group will continue to strengthen awareness and training on ethical conduct and compliance to reinforce a culture of accountability.

To uphold these standards and enhance pricing transparency, Royce Dental Group has established the following targets:

- Zero non-compliance cases related to corruption, bribery, or professional integrity
- Zero non-compliance cases related to fraud and unnecessary procedures
- Maintain publicly accessible pricing information for dental services through digital or on-site materials

Patient Data Privacy

Royce Dental Group has implemented robust data protection measures to safeguard patient information across its clinic operations. Patient data is managed through established digital systems, including the National Electronic Health Record System (NEHR), with access restricted based on user roles and supported by IT safeguards and regular system updates. The Group remains aligned with Singapore's Personal Data Protection Act (PDPA) requirements and has appointed a Data Protection Officer (DPO) to oversee data privacy and compliance. Moving forward, Royce Dental aims to maintain zero data breaches through continued strengthening of its data security and privacy controls.

ENVIRONMENTAL METRICS



Sustainable Initiatives

Reducing Paper Usage through Digitalisation and Awareness

Royce Dental Group has implemented digital solutions such as e-receipts and electronic health records to reduce paper consumption across our clinics. This transition minimises waste while improving operational efficiency and accessibility of patient information.

Electricity conservation reminders are also displayed across our clinics to encourage mindful energy usage. These efforts support a culture of sustainability while maintaining high standards of care.



ENVIRONMENTAL METRICS

Sustainable Initiatives

Adopting Digital Dentistry for Sustainable Care

As part of our approach to sustainability, we expanded the use of intraoral scanners in 2025 as a lower-impact alternative to conventional dental methods. Traditional workflows rely on materials such as bite registration waxes and physical impressions, which require storage, handling and transportation, contributing to a higher environmental footprint.

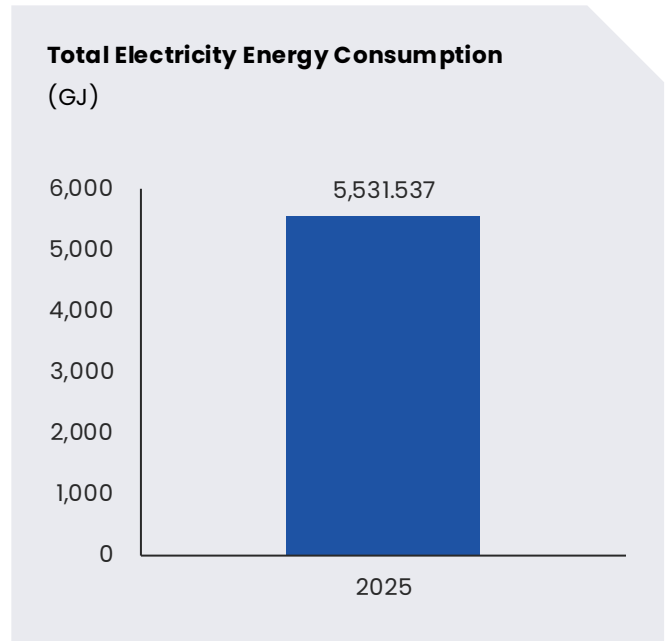
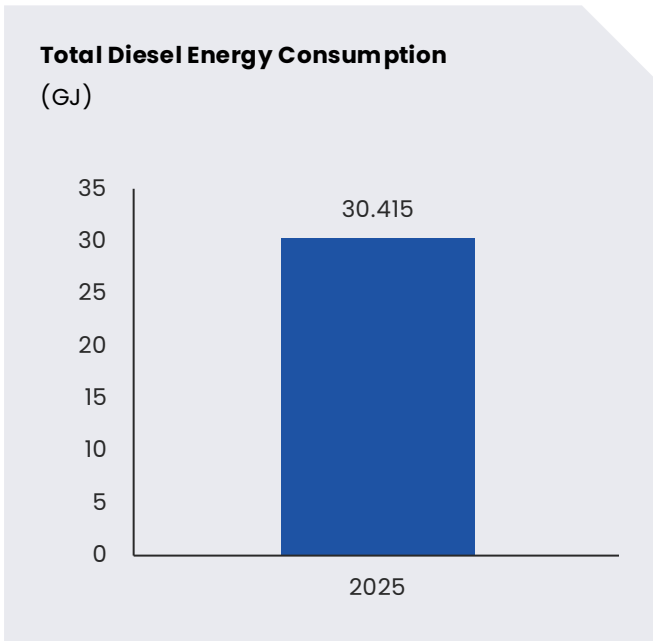
By integrating intraoral scanners with CAD/CAM technology, we reduce reliance on these materials while improving clinical accuracy and operational efficiency. Digital workflows support more precise diagnostics and streamlined treatment processes, enhancing patient experience while enabling more sustainable care delivery.





ENVIRONMENTAL METRICS

Energy Consumption



Diesel Energy Consumption **30.415**
GJ

Electricity Energy Consumption **5,531.537**
GJ

Total Diesel Consumption in Litres

Year	Diesel (litres)
2025	800

Total Electricity Consumption in kWh

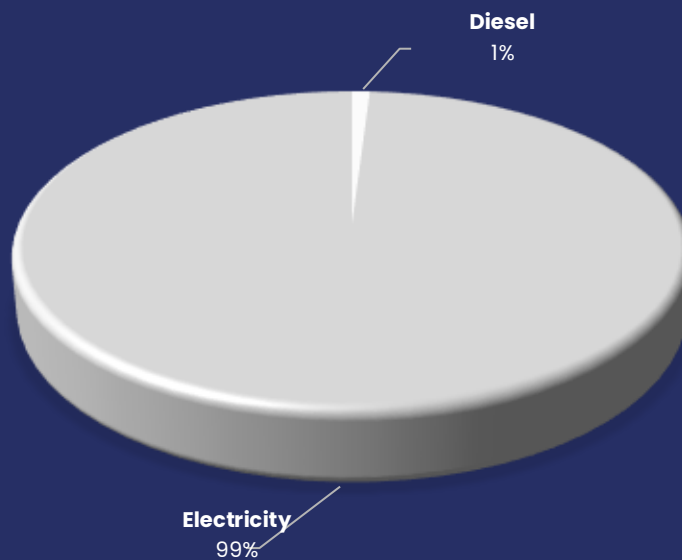
Year	Electricity (kWh)
2025	1,536,538.080

ENVIRONMENTAL METRICS

Total Energy Consumption

5,561.952
GJ

Breakdown of Energy Consumption



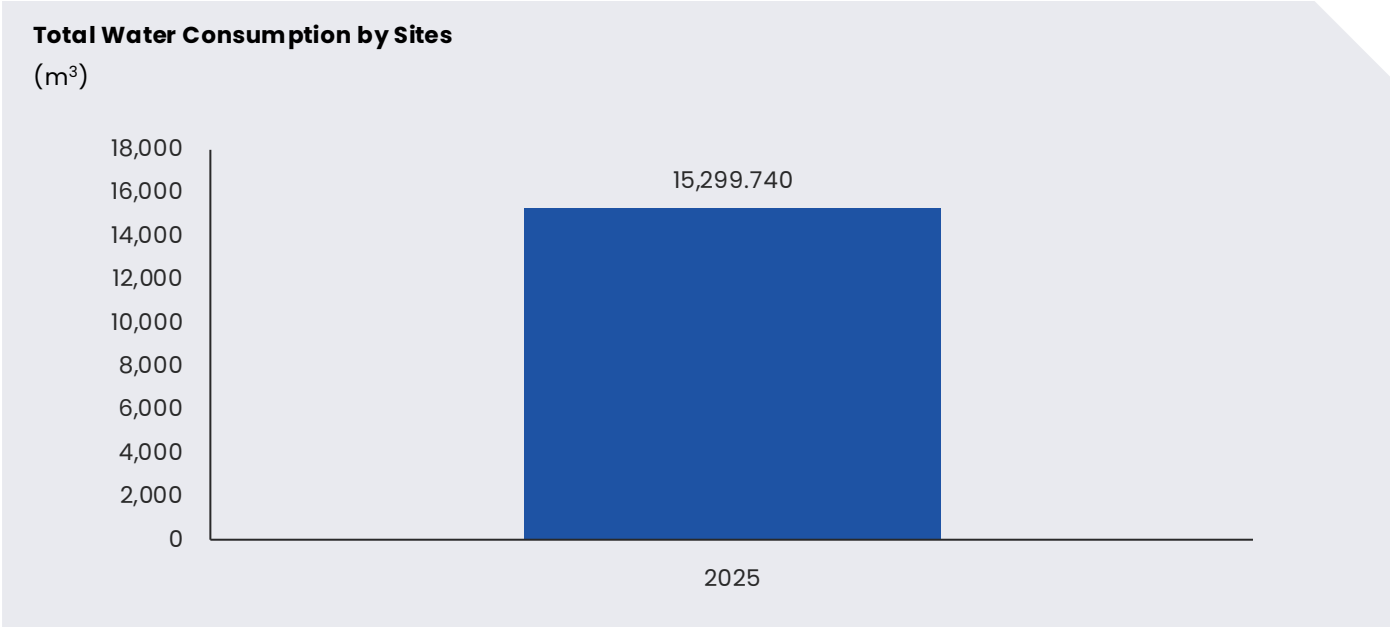
In 2025, total energy consumption at Royce Dental amounted to 5,561.952 GJ. Electricity constituted the primary source of energy use, supporting core clinical operations across our facilities. Diesel accounted for a smaller proportion of total energy consumption and was primarily associated with the operation of our mobile dental clinic.

Moving forward, Royce Dental is strengthening its environmental initiatives by standardising clinic energy control settings, completing LED lighting replacement across clinics, and scaling paperless and digital workflows across all brands and clinic locations to improve operational efficiency and reduce resource consumption.

Over the longer term, the Group aims to transition towards green renewable energy plans where feasible, upgrade equipment to more energy-efficient models, and progressively design lower-carbon clinic environments as part of its broader commitment to reducing environmental impact.

ENVIRONMENTAL METRICS

Water Consumption **15,299.740 m³**

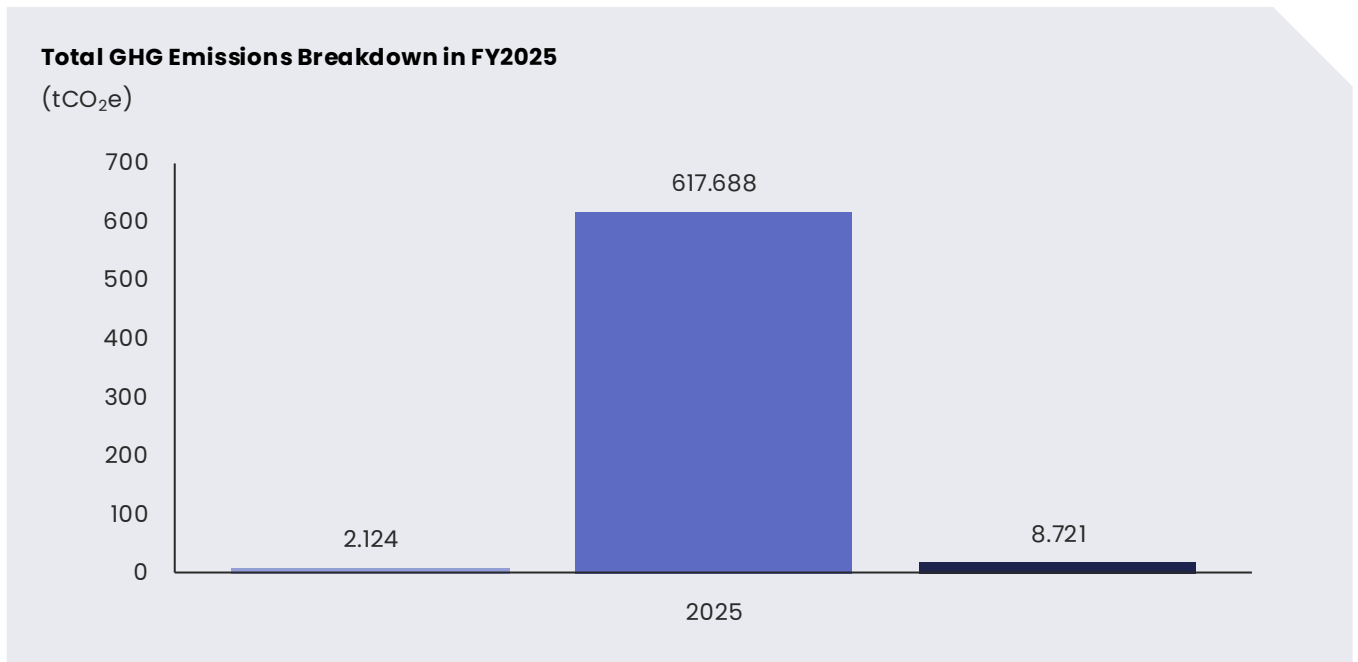


At Royce Dental Group, we recognise the importance of responsible water management as part of our commitment to sustainable healthcare operations. Water is an essential resource in our clinics, supporting daily activities such as dental procedures, sterilisation processes, sanitation, and maintaining a clean and hygienic environment for our patients and staff. We will continue to enhance the monitoring of water consumption across clinics to better understand usage patterns and identify efficiency opportunities. Over time, we aim to optimise water use while maintaining strict hygiene and clinical standards.



ENVIRONMENTAL METRICS

GHG Emissions



Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions
2.124 tCO ₂ e	617.688 tCO ₂ e	8.721 tCO ₂ e

At Royce Dental Group, we track our greenhouse gas (“GHG”) emissions across Scope 1, Scope 2, and Scope 3 to better understand the environmental impact of our operations. Scope 1 emissions arise from direct sources, primarily diesel consumption from our mobile dental clinic. Scope 2 emissions relate to the electricity consumed across our clinics. Scope 3 emissions currently cover water consumption under Category 1 (Purchased Goods and Services).

Operating 46 clinical premises and one mobile dental clinic results in a measurable environmental footprint. We are focused on improving the management of our energy, water, waste, and diesel use to enhance operational efficiency and strengthen our climate resilience. We also recognise the need to reduce reliance on single-use materials, which remains a key area of focus.

Moving forward, we hope to expand our emissions tracking to include relevant Scope 3 categories, enabling a more comprehensive understanding of our value chain impact and supporting long-term transition towards lower-carbon operations.

GRI CONTENT INDEX

Statement of Use

Royce Dental Group has reported the information cited in this GRI content index for the period of 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard	Disclosure Requirements	Reference
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GRI 2: General Disclosures 2021

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2-2	Entities included in the organisation's sustainability reporting	Pg. 5
2-3	Reporting period, frequency and contact point	Pg. 4
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GRI 3: Material Topics 2021

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3-2	List of material topics	Pg. 8
3-3	Management of material topics	Pg. 8

GRI 205: Anti-Corruption 2016

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205-3	Confirmed incidents of corruption and actions taken	Pg. 21

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GRI Standard	Disclosure Requirements	Reference
GRI 302: Energy 2016		
302-1	Energy Consumption within the organisation	Pg. 24-25
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 26
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 27
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 27
305-3	Other indirect (Scope 3) GHG emissions	Pg. 27
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Pg. 15-16
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Pg. 18
403-6	Promotion of worker health	Pg. 18
403-9	Work-related injuries	Pg. 18
403-10	Work-related ill health	Pg. 18
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Pg. 19
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Pg. 14, 20



CONTACT US



ROYCE
DENTAL GROUP

2025

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