SPINDEX

INSPIRING PROGRESS, DRIVING SUCCESS

SUSTAINABILITY REPORT 2023

CONTENTS

Spindex Industries Limited - Sustainability Report FY2023

BOARD STATEMENT

The Board of Directors ("Board") is pleased to publish its sustainability report ("Report") to provide an overview of our approach, practices, and performance of Environmental, Social and Governance ("ESG") factors, economic performance and customer experience (collectively as "Sustainability Factors") that are the most material and relevant to our business.

The Board is committed to transparency in sustainability reporting and considers sustainability issues as an integral part of its strategy formulation process. The management team and functional units have the responsibility to identify, measure and address sustainability-related matters on an ongoing basis to ensure that all key areas are being monitored and addressed.

The prevailing challenges of high interest rates, high inflation and the geo-political conflict are expected to continue. Business sentiments are likely to remain subdued with relatively weak demand. Under such circumstances, the Group remains cautious of its business prospects and will continue to monitor the challenging business environment closely and manage its operations prudently. As a result, the Board and Management sees the need to further prioritise the Group's sustainability initiatives in the midst of the deteriorating global economy. The Group will focus on making continuous improvements in the manufacturing processes to achieve better production efficiency.

As we continue with our sustainability journey, we remain committed to building a responsible business that delivers sustainable value to our stakeholders over the long term. We are committed to do our part to support the achievement of sustainable development initiatives for all countries we are operating in to create a sustainable future.

SUSTAINABILITY FRAMEWORK AND PERFORMANCE HIGHLIGHTS

Our sustainability framework is primarily driven by the concerns of our key stakeholders and communicates our commitment towards supporting the United Nations' Sustainable Development Goals ("SDGs"). We work closely with stakeholders in our value chain and their inputs drive our sustainability focus on our material Sustainability Factors and the SDGs as follows:

Spindex Industries Limited - Sustainability Report FY2023

A summary of our key sustainability performance in FY2023 is as follows:

Sustainability factor	Performance indicator	Sustainability performance	
		FY2023	FY2022
Customer experience	Market standards adopted	Certified under the ISO 9001:2015, ISO 14001:2015 and IATF 16949:2018	Certified under the ISO 9001:2015, ISO 14001:2015 and IATF 16949:2018
Economic	Revenue	$183.4 million	$206.0 million
	Profit for the financial year	$10.8 million	$17.2 million
Environmental[1]	Water consumption intensity (CuM/ revenue $'000)	1.87	-[2]
	Greenhouse gas ("GHG") emissions (tonnes CO_2e)	22,694	23,050
	GHG emissions intensity (tonnes CO_2e/ revenue $'000)	0.124	0.112
	Amount of hazardous waste generated (tonnes)	5,571	6,338
	Amount of non-hazardous waste generated (tonnes)	3,312	4,200
Social	Number of workplace fatalities	-	-
	Number of high consequence[3] work-related injuries	-	-
	Number of recordable work-related injuries[4]	5	6
	Number of work-related ill health cases[5]	-	-
	Turnover rate	25.3%	26.4%
	Average training hours per employee	19	11
	Number of reported incidents of discrimination [6] raised by our employees	-	-
Governance	Number of incidents of corruption	-	-
	Number of reported incidents of non-compliance with laws and regulations for which significant fines (i.e. more than 5% of revenue) and/or non-monetary sanctions were incurred	-	-

REPORTING FRAMEWORK

This Report is prepared in accordance with 711A and 711B of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Rules. The Report is also prepared with reference to the Global Reporting Initiative ("GRI") Standards. We have chosen to report using the GRI Standards as it is one of the most widely used and internationally accepted sustainability reporting standards. A GRI content index is inserted at the end of this Report on our responses to the disclosure requirements.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we have mapped our sustainability efforts to the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 ("UN Sustainability Agenda"). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. We have incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

We are also guided by the recommendations of the Taskforce on Climate-related Financial Disclosures ("TCFD") in our climate-related disclosures.

We relied on internal data monitoring and verification to ensure accuracy for this Sustainability Report. Internal review on the sustainability reporting process has been incorporated as part of our internal audit review cycle and we will work towards external assurance for our future sustainability reports.

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[1] The scope of the environmental section covers the four manufacturing plants in China (Suzhou and Shanghai), Malaysia (Johor) and Vietnam (Hanoi).

[2] No comparative data is available due to non-availability of information in prior year.

[3] High consequence work-related injuries refer to injuries from which the worker cannot recover or cannot recover fully to pre-injury health status within 6 months.

[4] Recordable work-related injuries refer to all work-related injuries that the Company is required to report to the Ministry of Manpower.

[5] Work-related ill health cases refer to negative impacts on health arising from exposure to hazards at work.

[6] A reported incident of discrimination is one whereby an investigation by a relevant authority has resulted in a penalty to the Company.

Spindex Industries Limited - Sustainability Report FY2023

REPORTING SCOPE

This Report articulates our strategies and practices in key aspects of sustainability and provides a detailed account of our sustainability performance and is applicable for the Group's financial year ended 30 June 2023 ("FY2023"). Historical performance data of the previous year, where applicable, are included for comparative purposes. The scope of this Report focuses on the Group's major operations, namely the head office in Singapore, manufacturing operations in China, Malaysia and Vietnam which collectively contributed 99.9% of the Group's revenue for FY2023 (FY2022: 100%).

S/N	Entity
1	Spindex Industries Limited ("Spindex")
2	Synturn (M) Sdn. Bhd.
3	Spindex Precision Engineering (Shanghai) Co., Ltd
4	Spindex Precision Engineering (Suzhou) Co., Ltd
5	Spindex Industries (Hanoi) Co., Ltd

We plan to achieve a coverage of 100% in FY2024 with the inclusion of Spindex Precision Technologies (Nantong) Co., Ltd. This entity contributed 0.1% (FY2022: 0%) of the Group's revenue in FY2023 and was excluded in this Report as it only ramped up its production activities with its own manufacturing plant in late 2022 and was building its data collection mechanism for sustainability reporting purposes in FY2023.

FEEDBACK

We are fully committed to our stakeholders and welcome feedback pertaining to any aspect of our sustainability policies, processes and performance. Kindly address all feedback to corporate@spindex.com.sg. Your feedback is vital to us in achieving our goals to build a sustainable and thriving business. In efforts to promote environmental conservation, there will be no hard copies made of this Report.

OUR BUSINESS

VALUE CHAIN

The Group is principally involved in precision machined components and assemblies with manufacturing locations in China, Malaysia and Vietnam. Details of our value chain are as follows:
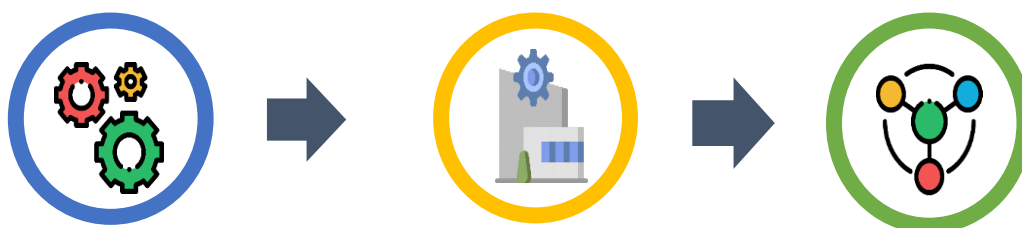
Our suppliers

Our suppliers supply us with the following materials, consumables and capital equipment:
- Metal materials such as brass, aluminium, steel, stainless steel and alloy steels;
- Components, tools and computer numerical control ("CNC") equipment for various precision engineering processes; and
- Cleaning solutions or chemicals for cleaning of components.

Our operations

We are a precision engineering manufacturer with the following core competencies:
- Turning;
- Machining;
- Grinding;
- Surface treatments; and
- Mechanical sub-assemblies.

Our customers

We have a global customer base across different industries including:
- Printing and imaging;
- Automotive;
- Industrial and power tools; and
- Consumer products and others.

PEOPLE

As at 30 June 2023, the Group has a total of 1,609 (FY2022: 1,598[7]) employees with the following breakdown:

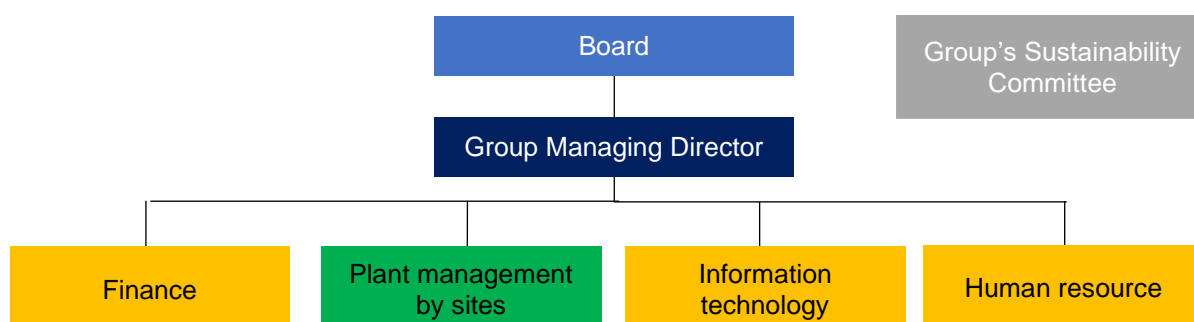|	Singapore	China	Malaysia	Vietnam	Total
Overall (Full-time employees)[8]	26	280	742	561	1,609
Permanent employees	26	37	211	360	634
Temporary employees	-	243	531	201	975

POLICY, PRACTICE AND PERFORMANCE REPORTING

SUSTAINABILITY GOVERNANCE

The Board considers sustainability issues as part of a larger strategy formulation for long-term value creation and leads the sustainability agenda. The Group integrates sustainability in its business decision making and operations.

The Board, with support from the Group's Sustainability Committee, will review material topics, evaluate the performance and provide strategic direction on the reporting process. Our sustainability strategy is developed and directed by the Group's Sustainability Committee in consultation with the Board. The Group's Sustainability Committee, which includes senior management executives and representatives of plant management from various sites, is led by the Group Managing Director. It is tasked to develop the sustainability strategy, responsible for all sustainability related matters such as identifying material Sustainability Factors, review their material impacts, recommending improvement initiatives to each of the Plant Managers, consider stakeholder priorities, set goals and targets, as well as collect, verify, monitor and report performance data for this Report.

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                    │    Board    │          │ Group's Sustainability│
                    └─────────────┘          │      Committee        │
                           │                 └──────────────────────┘
              ┌────────────────────────┐
              │ Group Managing Director │
              └────────────────────────┘
        ┌──────────┬──────────┴──────────┬──────────────┐
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   │         │ │ management │ │  technology  │ │              │
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SUSTAINABILITY REPORTING PROCESS

Our sustainability process begins with an understanding of the Group's context. This is followed by the ongoing identification and assessment of the Group's impacts. The most significant impacts are prioritised for reporting, and the result of this process is a list of material Sustainability Factors disclosed in this Report.

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[7] Figure restated due to alignment of employee categories with GRI Standards. Consequentially, adjustments are made to other related HR metrics.

[8] Full-time employees comprise those under both permanent and temporary employment contracts. We do not have any employees under non-guaranteed hour arrangement in FY2023.

Processes involved are shown in the chart below:

Context

Understand the Group's context by considering its activities, business relationships, stakeholders, and sustainability context of all the entities it controls or has an interest in, including minority interests

Identification

Identify actual and potential impacts on the economy, environment, people and their human rights
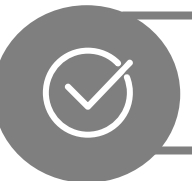
Rating

Assess the pervasiveness of Sustainability Factors across the Group and cluster similar Sustainability Factors

Prioritisation

Prioritise the impacts based on their significance to determine the material Sustainability Factors for reporting

Validate

Sustainability factors will be internally validated by leadership

Review

In each reporting period, review the material Sustainability Factors from the previous reporting period to account for changes in impacts which can result from feedback received from engagement with stakeholders, organisational and external developments

MATERIAL ASSESSMENT

We constantly refine our management approach to adapt to the changing business landscape. The Group performs an annual materiality assessment to ensure that issues disclosed in our sustainability reports remain current, material, and relevant. From the assessment, we identify key areas that impact our ability to create value for our stakeholders.

Impacts, positive and negative, actual and potential, are assessed based on: (i) the likelihood of occurrence ("Likelihood of Impact"); and (ii) their significance on the economy, environment, people and their human rights and contribution to sustainable development ("Significance of Impact").

PERFORMANCE TRACKING AND REPORTING

We track the progress of our material Sustainability Factors by identifying the relevant data points and measuring them. In addition, performance targets are set to ensure that we maintain the right course in our path to sustainability. We also consistently enhance our performance-monitoring processes and improve our data capturing systems.

STAKEHOLDER ENGAGEMENT

Through an internal stakeholder mapping exercise, we identified key stakeholder groups which we prioritise our engagements with. They include individuals or groups that have an interest, that is affected or could be affected by our activities.

The Group's Sustainability Committee reviewed the stakeholders across the Group's value chain and identified key stakeholder groups of communities, customers, employees, regulators, shareholders and investors and suppliers. Relevant stakeholders are identified for each of our Sustainability Factor and we engage them as follows:

Key stakeholder groups	How we engage	Frequency	Main concerns and expectations	How we respond
Communities	• Phone and email channels • Media relations	Ongoing	• Contribution to communities • Impacts of business decisions on their environment • Pollution (air, land, water)	Raise awareness through sustainable business practices and assessing our potential harmful impacts on the environment
Customers	• Monitoring product sales • Contacts to our customer service • Feedback channels through email	Ongoing	• Reputation in the market • Quality control	Establish policies for quality control and assurance that ensure our goods are of excellent quality and to promptly address customer complaints
Employees	• Meetings • Training and development • Emails • Face-to-face communication	As and when required	• Fair employment • Training and career development opportunities • Workplace safety and health • Job security • Remuneration and benefits	• Adopt human resource policies and best practices that promote fair treatment, safe working conditions, rewards and recognition for performance • Ensure work-life balance and career growth
	Performance appraisals	Annually		
	Long-service awards	Annually		
Regulators	Consultations and briefings organised by key regulatory bodies such as Singapore Exchange and relevant government agencies/ bodies	As and when required	• Corporate governance • Environmental compliance • Workplace	• Attend courses regularly to stay updated on latest regulatory requirements • Engage with the respective local government authorities and agencies where we operate, as a mean to keep abreast of changes to laws and regulations

Key stakeholder Groups	How We Engage	Frequency	Main Concerns and Expectations	How We Respond
Shareholders and investors	• Annual General Meeting • Annual Reports • Sustainability Reports	Annually	• Group's strategic development • Current financial performance • Future business outlook • Market valuation • Dividend payment • Corporate governance	• Appoint an investor relations firm on a retainer basis, to communicate regularly with the analysts • Monitoring the dissemination of material information closely to ensure that it is disclosed to the market timely • On a need basis and with the help of the investor relations firm, meetings are held based on interest level of analysts and shareholders. This provides us with the opportunity to build strong relationships with our analysts and shareholders
	Result announcements on SGXNet	Half-yearly		
	• Company's website • General announcements on SGXNet • Meetings with analysts and shareholders	As and when required		
Suppliers	• Regular meetings • Visits • Emails • Tender process	As and when required	• Transparency with tender process • Workplace safety and health • Energy-efficiency • Product and technology updates • Performance reviews	Establish policies and guidelines that ensure a fair selection and procurement process, and in line with ethical business practices

MEMBERSHIP OF ASSOCIATIONS

The Group engages with various relevant industry/trade associations through the following memberships:

Country	Membership
Singapore	• Singapore National Employers' Federation • Singapore Business Federation • Singapore Institute of Directors • Entrepreneur's Organisation • Singapore Precision Engineering and Technology Association
China	• Shanghai Electroplating Association • Shanghai Pudong Waisheng Investment Enterprise Association
Malaysia	Federal of Malaysian Manufacturers

MATERIAL SUSTAINABILITY FACTORS

In FY2023, a materiality assessment was conducted by the Group's Sustainability Committee. Through the materiality assessment and having considered the topics of concerns and expectation of identified key stakeholders, factors material to the sustainability of our business were updated. The results are presented as follows:

S/N	Material Sustainability Factor	SDG	Key stakeholder
Customer experience			
1	Total customer satisfaction	Decent work and economic growth	Customers
Economic			
2	Sustainable business performance	Decent work and economic growth	Shareholders and investors
Environmental			
3	Water conservation	Clean water and sanitation	• Communities • Shareholders and investors
4	Energy conservation and emissions reduction	Affordable and clean energy	• Communities • Shareholders and investors
5	Responsible waste and effluent management	Responsible consumption and production	• Communities • Regulators • Shareholders and investors
Social			
6	Occupational health and safety	Good health and well-being	• Employees • Regulators and investors
7	Employee retention and development	Decent work and economic growth	Employees
8	Fair employment	Reduced inequalities	Employees
Governance			
9	Corporate governance framework	Peace, justice and strong institutions	• Regulators • Shareholders and investors

To ensure the relevance of material Sustainability Factors, the Group's Sustainability Committee constantly reviews them against the changing business environment, stakeholder opinions, and emerging global and local trends. The details of each material Sustainability Factor are presented as follows:

CUSTOMER EXPERIENCE

TOTAL CUSTOMER SATISFACTION

We are committed to building a loyal customer base for our long-term sustainability by maximising customer's satisfaction through the following:

<u>Offering a comprehensive range of precision engineering solutions that meets customers' needs</u>
Spindex was founded in 1981 and today it is a highly integrated solution provider of precision machined components and assemblies with manufacturing locations in China, Malaysia and Vietnam. We serve diverse market sectors consisting of multinational corporations ("MNCs") in imaging and printing, consumer-related products and machinery and automotive systems. Through investments in flexible manufacturing and information technology and an agile organisation, we are able to constantly reconfigure our resources to customise our products and services to meet our customers' needs. We pride ourselves on our ability to integrate into the supply chain of our worldwide customer base and continuously re-invent ourselves to be at the forefront of today's global marketplace.

<u>Proactively gather customer feedback to formulate strategies</u>
Customer feedback collected from various touchpoints such as our customer service teams and emails are monitored and analysed to gather valuable insights into current and future customer requirements. Insights gathered are discussed during regular management meetings to drive product and service improvements, enhance operational level and provide inputs for strategies. Customer complaints are investigated, corrective actions are taken and relevant policies and procedures are in place to address complaints promptly.

<u>Adoption of market standards on quality control</u>
Quality is our top priority. We have developed quality systems (including policies and procedures), over the years of our business, to ensure that only certified good quality products are shipped to our customers. Our quality assurance teams ensure compliance with the requirements of our customers and the quality systems. We are committed to continually improve the effectiveness of our quality systems. To align with market standards and best practices, our operations attained the following certifications:

Standard/ certification	Area
ISO 9001:2015	Specify requirements for a quality management system that can demonstrate the ability to consistently provide products and services that meet customer and applicable statutory and regulatory requirements.
ISO 14001:2015	Specifies requirements for an environmental management system that can be used to enhance environmental performance.
IATF16949:2018	The International Standard for Automotive Quality Management Systems emphasises the development of a process-oriented quality management system that provides for continual improvement, defect prevention and reduction of variation and waste in the supply chain. The goal is to meet customer requirements from the automotive sector efficiently and effectively.

Target for FY2023	Performance in FY2023	Target for FY2024
Not applicable as this is a newly disclosed Sustainability Factor added in this Report	Market standards and best practices are adopted in our operations to ensure quality products and effective environmental management	Adhere to the market standards and best practices in operations

ECONOMIC

SUSTAINABLE BUSINESS PERFORMANCE

We believe in creating long-term economic value for shareholders by striking a balance between rewarding shareholders by way of delivering profits and maintaining a robust balance sheet with strong operating cash flows.

Further details of our economic performance can be found in the financial contents and audited financial statements of the Annual Report 2023.

Target for FY2023	Performance in FY2023	Target for FY2024
Not applicable as this is a newly disclosed Sustainability Factor added in this Report	With a lower revenue and gross profit margin attributable to price and demand erosion arising from rising interest rates and inflation, the Group's profit for the year declined	Improve our financial performance subject to market conditions

ENVIRONMENTAL

WATER CONSERVATION

We recognise the importance of managing our water consumption efficiently to avoid the depletion of valuable water resources. Accordingly, we are committed to the responsible usage of water resources.

We rely on water resources mainly for rinsing of chemicals during plating process, cleaning of precision engineering components and wastewater treatment at our manufacturing plants. Key statistics on water consumption in FY2023 are as follows:

Resource	Water consumption (CuM)	Water consumption intensity (CuM/ revenue $'000)
	FY2023[9]	FY2023[9]
Water	342,727	1.87

Water consumption trends are regularly tracked, analysed and corrective actions are taken when unusual consumption patterns are observed.

Target for FY2023	Performance in FY2023	Target for FY2024
Not applicable as this is a newly disclosed Sustainability Factor added in this Report	Our water consumption intensity in FY2023 is 1.87	Reduce or maintain the water consumption intensity

ENERGY CONSERVATION AND EMISSIONS REDUCTION

Over the years of our business, we have progressively introduced various initiatives to reduce our impact to the environment. Such initiatives include:

- The Head Office and respective Plant Managers monitor energy consumption on a monthly basis;
- The energy consumption of the respective plants is monitored and tracked against production activities and output. In addition, month-to-month comparisons are also performed to detect irregularities, if any. In the event of such irregularities, the Managing Director and Group Financial Controller will discuss with the relevant Plant Manager during their monthly meetings to understand the root cause and undertake remedial actions where practicable;
- The selection of energy-saving electrical devices, replacing lightings with energy efficient LED light bulbs and switching off electrical device and machines when idle;
- Enforcement of lights off during break time at the Shanghai and Suzhou plants;
- Shifting transformers and various high heat generating equipment to better-ventilated areas to reduce heat generation at manufacturing plants; and
- Solar panels are installed on the rooftop of our Malaysia plant to generate electricity. This initiative enabled us to generate clean energy and at the same time, reduced our utility cost. We generated 942 MWh (FY2022: 1,021 MWh) of electricity from the installed solar panels in FY2023.

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[9] No comparative data is available due to non-availability of information.

Majority of the energy consumed for operating machinery and equipment and forklifts at our manufacturing plants and equipment for office use is supplied by the local utilities service providers (Scope 2[10]). Other than indirect GHG emissions (Scope 2), we do not generate material direct GHG emissions (Scope 1[11]) from our operations as we only operate a small fleet of vehicles for employee commute. Therefore, no separate disclosure is made on direct GHG emissions (Scope 1) as they are deemed immaterial but we will continue to monitor such emissions and to disclose in future, as and when applicable.

Key statistics on energy consumption and GHG emissions in FY2023 are as follows:

Performance indicator	Unit of measurement	FY2023	FY2022
Energy consumption			
Purchased electricity consumption	MWh	37,358	37,660[12]
Renewable solar energy consumption	MWh	942	1,021
Energy consumption intensity			
Purchased electricity consumption intensity	MWh/ revenue $'000	0.20	0.18
GHG emissions			
Indirect GHG emissions (Scope 2[13])	tonnes CO_2e	22,694	23,050
Total GHG emissions	tonnes CO_2e	22,694	23,050
GHG emissions intensity			
GHG emissions intensity	tonnes CO_2e/ revenue $'000	0.124	0.112

The decline in electricity generated from solar panels is mainly attributable to dust accumulation, prolonged non-conducive weather conditions and annual degradation which reduced their energy yield.

The increase in GHG emissions intensity is mainly due to an increase in automated production lines which increased electricity consumption by our Shanghai plant.

Target for FY2023	Performance in FY2023	Target for FY2024
Continue to minimise carbon footprint and conserve energy consumption	Increase in GHG emissions intensity	Maintain or reduce GHG emissions intensity

RESPONSIBLE WASTE AND EFFLUENT MANAGEMENT

Proper waste and effluent management is essential for environmental sustainability. We conscientiously monitor and control waste generated and effluent discharged into the environment, minimising environmental impact to the fullest extent possible. Under our commitment to manage waste and effluent responsibly, various measures were implemented and they include promoting recycling and reusing of raw materials, proper treatment of effluent and hazardous waste before discharge or disposal and organising annual training courses on environmental awareness for employees relating to chemical safety, waste classification, spillage response to promote environmental compliance.

Key waste and effluent generated from the operations of our manufacturing plants are as follows:
- Hazardous waste typically relates to waste from chemicals that may be harmful to humans if consumed, such as plating effluents comprising sludge, nickel dross, waste oil and coolant;
- Effluent mainly relates to wastewater generated from our manufacturing plants; and
- Non-hazardous waste mainly relates to typical packaging and production waste, comprising papers, plastic, wooden and metallic materials.

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[10] Scope 2 GHG emissions are indirect emissions that arise from the generation of purchased electricity consumed by the Company. Scope 2 emissions physically occur at the facility where electricity is generated.
[11] Scope 1 GHG emissions occur from sources that are owned or controlled by the Company.
[12] Figure has been restated as a correction.
[13] Scope 2 GHG emissions are calculated using the market-based method which accounts for the reduction in emissions from the consumption of electricity from renewable sources. Should the location-based method be adopted, our Scope 2 emissions for FY2023 will amount to 18,260 tonnes CO2e (FY2022: 18,129 tonnes CO2e).

<u>Waste generated</u>
Key statistics on the amount of waste generated in FY2023 are as follows:

Performance indicator	Unit of measurement	FY2023	FY2022
Effluent generated	CuM	324,607	-[14]
Effluent generated intensity	CuM/ revenue $'000	2.011	-[14]
Amount of hazardous waste generated	tonnes	5,571	6,338
Hazardous waste generated intensity	tonnes/ revenue $'000	0.035	0.035
Amount of non-hazardous waste generated	tonnes	3,312	4,200
Non-hazardous waste generated intensity	tonnes/ revenue $'000	0.021	0.023

The decline in hazardous waste is mainly due to the implementation of a solvent recovery system by our Malaysia manufacturing plant which recovers useful solvents from production lines for recycling. The fall in non-hazardous waste is mainly due to a drop in production volume at our China manufacturing plants.

Effluent (i.e. wastewater from industrial activities) is treated at the in-house waste treatment plants before being discharged. For respective manufacturing plants, wastes and effluent generated are monitored and tracked alongside production activities. In addition, month-to-month comparisons are also made to detect irregularities. Should irregularities be identified, the Managing Director and Group Financial Controller will discuss with the Plant General Manager during monthly meetings to further understand the root cause and propose solutions to reduce waste and effluent generation.

<u>Waste diverted from disposal</u>
Waste generated is subjected to reuse and recycle processes. We are aware of the impact of waste generation on the environment and have taken the following measures on reuse and recycle:
• Improve compressing, filtering, and spinning processes to properly filter impurities from used cutting oil for reuse;
• Conduct packaging recycling programmes such as collaboration with customers to improve reusing and recycling of packaging materials, environmentally friendly packaging methods and avoiding contamination of packaging materials to allow for proper recycling; and
• Initiate awareness campaigns on reusing and recycling at the manufacturing plants to encourage reduction of waste generated from operations.

As a result of the above initiatives, we achieved a 20% (FY2022: 20%) reusability of packaging materials and cutting oil across the Group.

<u>Waste sent for disposal</u>
Hazardous waste that is not reused or recycled, is handled, stored, and disposed in a manner that adheres to best practices and meets local regulatory requirements. We ensure that waste generated is safely disposed to prevent the risk of environmental contamination.

We conducted annual supplier audits to monitor the performance of disposal vendors and ensure that they are licensed and satisfy applicable regulations. We continue to encourage the scrutiny of our third-party disposal vendors to ensure that they comply with the respective local regulations, and waste is disposed of in a sustainable manner.

Target for FY2023	Performance in FY2023	Target for FY2024
Ensure waste disposal are in full compliance with local regulated requirements	Achieved full compliance with local regulated requirements on waste disposal	Ensure waste disposal are in full compliance with local regulated requirements

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[14] No comparative data is available due to non-availability of information.

SOCIAL

OCCUPATIONAL HEALTH AND SAFETY

Employees' safety and wellbeing have always been and continue to be a key priority for us. We strive to create a safe and healthy working environment for our employees, raise awareness, maintain vigilance, and foster a strong safety awareness culture particularly at the ground level by ensuring that proper trainings are provided to our employees.

A Safety Committee is in place to supervise workplace safety and health ("WSH") and the dissemination of related information and requirements. As a group centralised function, the committee comprises representatives from various departments. On WSH matters, the committee is primarily responsible for overseeing the WSH function of our subsidiaries to ensure that WSH standards are upheld and in line with industry's best practices. Other responsibilities of the committee include reviewing, reinforcing existing WSH standards and regulations and effective implementation of new WSH standards and regulations. The committee members meet at least monthly to review safety inspection results, infrastructures, and incidents, as well as to coordinate and organise safety-related workshops. Employees are empowered to report any potentially unsafe situations and to take ownership of the safety culture within the workplace.

Given the large number of employees at our Malaysia plant, regular hazard identification and risk assessments are conducted to identify the hazards and risks associated in various work activities and processes. The identified hazards are assessed taking into consideration the existing controls in place and additional controls required. We also work closely with third-party vendors to ensure that they understand the relevant regulatory requirements on occupational health and safety, as well as our requirements and expectations.

On dissemination of WSH information and requirements, the Safety Committee conducts external and internal trainings such as orientation programmes on workplace safety, safe work procedures and personal protection equipment, chemical handling, radiation safety, occupational noise-related hazards, fire drill, forklift safety awareness and first aid to promote awareness amongst employees. Employees from designated departments are also sent for specialised safety trainings. The Safety Committee works with the Human Resource Department to provide comprehensive coverage and emphasis on employee health and safety through annual medical check-ups and audiometric tests.

Key statistics on the number and rate (per 200,000 recordable working hours) of our work-related injuries and work-related ill health cases in FY2023 are as follows:

Disclosure	FY2023		FY2022	
	Number	**Rate**	**Number**	**Rate**
Workplace fatalities	-	-	-	-
High consequence work-related injuries	-	-	-	-
Recordable work-related injuries	5	0.23	6	0.24
Recordable work-related ill health cases	-	-	-	-

Corrective actions are taken and lessons from the accidents are shared across business units to prevent recurrence. We will continuously work towards reducing both the occurrence and rate of workplace accidents.

All near-miss incidents and accidents are promptly reported to the Safety Committee. With timely reporting, the Group ensures that all injured workers are attended to, and investigations are promptly conducted. Post-incident briefings are also provided to the employees to raise awareness and reduce the likelihood of recurrence. To reinforce awareness, regular safety briefings are conducted to remind employees of established safety measures and precautions. Other measures adopted to manage WSH at the workplace include daily patrols to alert employees on potential unsafe practices and the provision of personal protection equipment. Employees or visitors on site are required to follow our WSH policies. We will continue to monitor safety performance at our manufacturing plants to ensure that necessary measures are taken to address any other forms of health and safety risks at the workplace.

Target for FY2023	Performance in FY2023	Target for FY2024
Maintain zero workplace fatalities	Achieved zero workplace fatalities	<u>On-going and long-term target</u> • Maintain zero workplace fatalities, high consequence work-related injuries and ill health cases • Reduce number of recordable work-related injuries

EMPLOYEE RETENTION AND DEVELOPMENT

Today's constantly changing business environment calls for a competitive workforce attuned to the latest developments in skills and capabilities. The Group recognises this and believes that an engaged workforce with strong leadership is a key driver for growth, innovation, and sustainability. Investment in employee's learning and development helps us to build a resilient and future-ready workforce, which will in turn provide a competitive edge for the Group's future growth and success. In our Group, training and development opportunities are identified based on employees' training needs and role requirements.

Key statistics on employee hiring and retention are as follows:

New hires

Disclosure	FY2023		FY2022	
	Number of new hires	Rate of new hires	Number of new hires	Rate of new hires
Overall new hires	417	25.9%	332	20.8%
Gender				
New hires (Male)	320	30.3%	179	18.2%
New hires (Female)	97	17.5%	153	24.9%
Age				
New hires (< 30)	281	50.4%	207	37.8%
New hires (30 - 50)	136	13.9%	125	12.7%
New hires (> 50)	-	-	-	-

Turnover

Disclosure	FY2023		FY2022	
	Number of turnover	Rate of turnover	Number of turnover	Rate of turnover
Overall turnover	407	25.3%	422	26.4%
Gender				
Turnover (Male)	251	23.8%	264	26.8%
Turnover (Female)	156	28.2%	158	25.7%
Age				
Turnover (< 30)	203	36.4%	224	40.9%
Turnover (30 - 50)	194	19.9%	192	19.5%
Turnover (> 50)	10	13.3%	6	9.0%

We will continuously work towards reducing our turnover rate.

Training and education

We believe in investing in continuous development and training for our employees. The training and development programmes attended by employees include orientation, first aid training, mechanical design training, skills development training and other training programmes catered to the relevant training needs. Key statistics on employee training hours are as follows:

Disclosure	FY2023	FY2022
Overall		
Total training hours	30,677	17,547
Average training hours per employee	19	11
Gender (Male)		
Total training hours	18,465	9,509
Average training hours per employee	18	10
Gender (Female)		
Total training hours	12,212	8,038
Average training hours per employee	22	13
Management		
Total training hours	1,975	2,193
Average training hours per employee	15	17
Non-management		
Total training hours	28,702	15,354
Average training hours per employee	19	10

The increase in training hours is mainly due to an increase in in-person trainings arising from the easing of COVID-19 restrictions.

We leveraged on technologies to enhance our business intelligence and operational effectiveness. Arising from efforts made the last few years, our Information Technology Department has successfully integrated the Company's systems, allowing for more flexible working arrangement for selected employees.

As part of our continual efforts to upgrade the knowledge of our directors on sustainability reporting and to meet the requirement of Singapore Exchange ("SGX") under Listing Rule 720 (7), we confirm that all directors have attended one of the approved sustainability training courses.

Performance appraisal system

The Group conducts regular training needs analysis based on employee competencies and professional knowledge. On this front, we designated our Malaysian subsidiary to kick off semi-annual performance reviews, instead of the usual annual performance appraisal to promote a more continuous process and ensure that employees are given the appropriate feedback and training timely. All (FY2022: 100%) our employees received regular performance appraisals in FY2023.

Employee remuneration and benefits

The Group recognises the valuable contribution of all employees. We strongly believe that with fair remuneration and the provision of equal opportunities for development, our engaged workforce will be driven to contribute positively to the Group. In determining our remuneration packages and Human Resource policies, we consider relevant regulatory requirements, salary, and employment conditions of comparable companies within the industry. We also encourage our staff to provide feedback regularly to align expectations and aid decision making.

The Group is in full compliance with local labour regulations across our operations, as well as minimum wage laws, where applicable. The Group endorses Singapore's Tripartite Guidelines on Fair Employment Practices and the Employers' Pledge of Fair Employment Practices and makes contributions to the Central Provident Fund scheme in Singapore, a defined pension scheme. For our employees below 55 years old, we make an additional contribution of 17% as an employer on top of the employee's 20% contribution.

In support of the Singapore government's pro-family legislation, eligible working mothers and fathers who are legally married and whose new-born child is a Singapore citizen, are entitled to 16 weeks of maternity leave and 2 weeks of paternity leave respectively. Eligible working parents of at least one child who is a Singapore citizen and less than seven years old, or between ages of 7 to 12 (by extension), are entitled to 6 days of paid childcare leave annually. As of 30 June 2023, 98% (FY2022: 98%) of our employees returned to work after parental leave.

In addition, the Group provides medical insurance for all employees in the head office and manufacturing plants, as well as annual health screenings for certain employees in the head office and manufacturing plants. As part of employees' welfare, respective subsidiaries have continued different initiatives such as the distribution of festival goods to employees and reimbursement for sports-related activities.

Target for FY2023	Performance in FY2023	Target for FY2024
Ensure learning and development roadmap take into account additional skillsets that might be required in the future	Ensured that employee competencies and professional knowledge are maintained at the highest level through investment in training programmes	Improve or maintain average training hours per employee

FAIR EMPLOYMENT

As workforce demographics shift and the emergence of global markets, workplace diversity is fast becoming a necessity to cater to market demands.

The Group is committed to fair employment practices and emphasis is placed on protecting human rights and adopting equitable labour practices. As at 30 June 2023, the Group had a total of 1,609 (FY2022: 1,598) employees across its offices and manufacturing plants, of which males make up 65.6% (FY2022: 61.6%) of the total workforce. The higher proportion of males is attributed to the nature of the industry we operate in. Key statistics on employee demographics are as follows:

Gender diversity (%)
Key statistics on gender diversity of our employees are as follows:

Disclosure	FY2023		FY2022	
	Male	Female	Male	Female
Overall	65.6%	34.4%	61.6%	38.4%
Management level				
Management	46.2%	53.8%	45.8%	54.2%
Non-management	67.3%	32.7%	63.0%	37.0%
Employment type				
Full-time	65.6%	34.4%	61.6%	38.4%

Age diversity (%)
We maintain a fair and open employment policy through providing fair employment opportunities to both young and mature workers. Key statistics on age diversity of our employees are as follows:

Disclosure	FY2023			FY2022		
	Below 30	30 – 50	Over 50	Below 30	30 – 50	Over 50
Overall	34.6%	60.7%	4.7%	34.3%	61.5%	4.2%
Management level						
Management	9.9%	69.7%	20.4%	14.5%	64.1%	21.4%
Non-management	36.9%	59.9%	3.2%	36.1%	61.1%	2.8%
Employment type						
Full-time	34.6%	60.7%	4.7%	34.3%	61.5%	4.2%

The Group's recruitment process adheres to the strict guidelines on non-discrimination and fairness, regardless of gender, ethnicity, religion, or age. Across the Group, there were no reported incidents of discrimination raised by our employees in FY2023 (FY2022: none).

Target for FY2023	Performance in FY2023	Target for FY2024
• Continue to promote diversity and equal opportunity in the workplace • Comply with local labour regulations across our operations	• The Group continues to embrace diversity and equal opportunity in the workplace and remained compliant with respective local regulations across our operations • Zero reported incidents of discrimination raised by our employees	<u>On-going and long-term target</u> Maintain zero reported incidents of discrimination raised by our employees

GOVERNANCE

CORPORATE GOVERNANCE FRAMEWORK

The Group is committed to uphold the highest standards of corporate governance and business integrity in all our business dealings, which we believe are essential for the long-term viability of our businesses and the enhancement of shareholder value.

The Management and Audit Committee assume the responsibility in supporting the Board in the implementation of internal controls and systems, as well as the monitoring of regulatory compliance.

We aligned our corporate governance and risk management approach with the Three Lines Model issued by the Institute of Internal Auditors ("IIA"). The Three Lines Model serves to identify structures and processes that best assist the achievement of organisational objectives and facilitate strong governance and risk management. Under the Three Lines Model, the roles and responsibilities of governing body, management (first- and second-line roles), internal audit (third line roles) and the relationship among them are defined as follows:
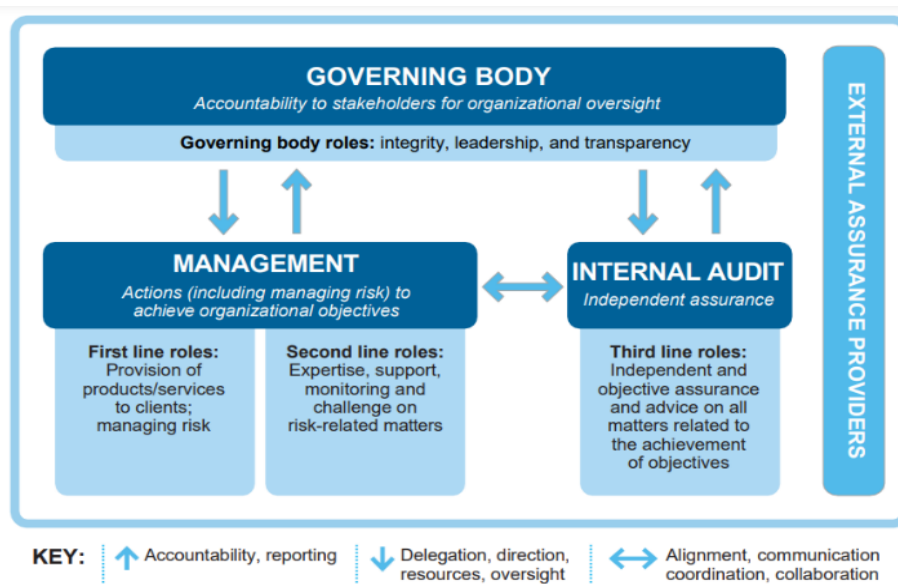
Source: Three Lines Model issued by the IIA

Recognising that non-compliance with laws and regulation may pose detrimental financial and reputational impact on the Group, we maintain a zero-tolerance stance towards bribery, corruption, fraud and violation of laws and regulations.

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The Group's Human Resources Department has put in place an anti-corruption policy which is applicable to Spindex, its subsidiaries, all directors, officers, and employees of the Group. Its objectives are to set forth a high standard of corporate governance, provide a channel of communication for employees to report fraudulent practices and guide employees on available process to address their concerns on suspicious fraudulent or irregular activities. The Group's orientation and induction programme for all new employees also includes information on Code of Business Conduct and Ethics and related corporate policies including entertainment, gifts and whistleblowing.

The Group maintains a whistle-blowing policy, which provides guidance on suspicion, reporting and investigation of fraudulent and irregular practices within the Group. The whistle-blowing policy sets forth the process for investigation and management reporting. All whistle-blowing cases reported are objectively investigated by independent personnel with appropriate remedial measures and follow-up actions taken where warranted. The Audit Committee maintains oversight of this policy and periodically reviews the adequacy of the whistle-blowing arrangements to ensure that employees may confidently raise their concerns about potential improprieties in matters of financial reporting or business transactions.

We disseminated our anti-corruption and whistle-blowing policies to our employees at least annually.

There were no (FY2022: zero) known incidents of corruption reported by the Group in FY2023.

Given the geographical diversity of our businesses, the Management and Audit Committee constantly update themselves on the latest developments in the laws and regulations of countries where the Group operates to ensure compliance. The subsidiaries also constantly engage with the local government authorities and agencies, as a mean to keep abreast of changes to laws and regulations. In FY2023, there were no (FY2022: zero) reported incidents of non-compliance with laws and regulations for which significant fines (i.e. more than 5% of revenue) and/or non-monetary sanctions were incurred.

We have also put in place an enterprise risk management ("ERM") framework to track and manage the risks in which we are exposed. We regularly assess and review our businesses and operational environment to identify and manage strategic, operational, financial and compliance risks that may impact our sustainability. With a positive and proactive attitude, we believe that risks faced by the Group could be converted into opportunities and bring about favourable outcomes.

You may refer to the Corporate Governance Report of the Annual Report 2023 for details of our corporate governance practices.

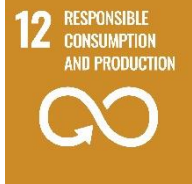| Target for FY2023	Performance in FY2023	Target for FY2024
• Zero tolerance for bribery, corruption, fraud and violation of laws and regulations • Zero cases of significant fines (i.e. more than 5% of revenue) or non-monetary sanctions for non-compliance with laws and regulations	• Zero known incidents of corruption • Zero reported incidents of non-compliance with laws and regulations for which significant fines (i.e. more than 5% of revenue) and/or non-monetary sanctions were incurred.	On-going and long-term target • Maintain zero incident of corruption • Maintain zero incident of non-compliance with laws and regulations for which significant fines and/or non-monetary sanctions were incurred

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SUPPORTING THE UN SUSTAINABILITY DEVELOPMENT GOALS

We have incorporated the SDGs under the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, where appropriate, as a supporting framework to shape and guide our sustainability strategy. The results shown below are how our Sustainability Factors relate to these SDGs:

SDG	Our effort
3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages	Occupational health and safety We implement measures to ensure that the environment our employees work in is both safe and secure, as well as to maintain the physical and mental health of our employees.
6 CLEAN WATER AND SANITATION Ensure availability and sustainable management of water sanitation for all	Water conservation We implement checks and measures to minimise wastage of water from our business operations, which in turn helps us to work towards achieving sustainable management and efficient use of natural resources.
7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all	Energy conservation and emissions reduction We implement measures to reduce our energy consumption rate as not only does it help to improve our energy efficiency and reduce GHG emissions, it also helps us to save costs incurred to support our business operations.
8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Total customer satisfaction We place heavy emphasis on customer satisfaction as we understand that maintaining a high level of customer satisfaction is essential to the continued success of our business. This in turn helps to contribute to economic growth as well as the creation of new jobs. Sustainable business performance We contribute to economic growth through creating long-term value for our shareholders. Employee retention and development We believe in creating decent and fulfilling jobs and a rewarding working environment for our employees which in turn contributes to economic growth through offering our employees training opportunities and providing various employee benefits such as medical insurance coverage and health screenings.
10 REDUCED INEQUALITIES Reduce inequality within and among countries	Fair employment We create a diverse and inclusive workplace that will bring new perspectives to our business and strengthen our ability to overcome new challenges.

SDG	Our effort
12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensures sustainable consumption and production patterns	**Responsible waste and effluent management** We implement measures to reduce environmental impacts of waste that is generated from our business operations.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	**Corporate governance framework** We are committed to high standards of corporate governance as we believe that a high standard of corporate governance is integral in ensuring the sustainability of our businesses as well as safeguarding shareholders' interests and maximising long-term shareholder's value.

SUPPORTING THE TCFD

We are committed to support the recommendations by the TCFD and have disclosed some of our climate-related financial disclosures in the following key areas as recommended by the TCFD:

TCFD recommended disclosures
Governance
a. Describe the board's oversight of climate-related risks and opportunities.
The Board oversees the management and monitoring of the Sustainability Factors and consider climate-related issues in determining the Group's strategic direction and policies.
b. Describe management's role in assessing and managing climate-related risks and opportunities.
Our sustainability strategy is developed and directed by the Group's Sustainability Committee in consultation with the Board. The Group's Sustainability Committee, which includes senior management executives and representatives of plant management from various sites, is led by the Group's Managing Director. The responsibilities of the SC include considering climate-related issues in the development of sustainability strategy, target setting, as well as collection, monitoring and reporting of performance data.
Strategy
a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term. ***b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.***
The climate-related risks and opportunities identified by the Group during the climate-related risk assessment include the following: • Climate changes resulting in increase in energy consumption and costs. Additional climate related costs such as carbon tax may also be passed on by the suppliers to the Group by way of price increase. On the other hand, this also present an opportunity for the Group to review and assess its operations across its value chain to reduce operating costs; and • The reputational and financial risks for not meeting the demands of customers, regulators and shareholders amidst the enhanced emissions reporting requirements. On the other hand, such obligations raise climate awareness amongst our employees and with more defined job responsibilities and training, the Group will be in a better position to meet the rising needs and expectations of relevant stakeholders on the environment.

TCFD Recommended Disclosures
Strategy
c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
We are currently looking into conducting climate-related scenario analysis consistent with the recommendation, wherever possible, using commonly agreed sector/ subsector scenarios and time horizons. .
Risk management
a. Describe the organisation's processes for identifying and assessing climate-related risks   *b. Describe the organisation's processes for managing climate-related risks.*   *c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.*
The Group's climate related risks and opportunities are identified and assessed during a climate-related risk assessment exercise. We also manage our climate-related risks by monitoring the trend of climate-related performance indicators.   Under the assessment, business units and support functions are responsible for identifying and documenting their relevant risk exposures that might hinder their progress towards contributing to the Group's business objectives. We will integrate the climate-related risks into our risk management framework in the future.
Metrics and targets
a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.
We track, measure and report on our environmental performance, including energy, water and waste management and disclose related metrics in our Report. Monitoring and reporting these metrics help us in identifying areas with material climate-related risks and enabling us to be more targeted in our efforts.
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.
To support the climate change agenda, we disclose our Scope 1[15] and Scope 2 GHG emissions in the sustainability report and set climate-related targets such as those related to water, energy, GHG emissions and waste management. We will continue to monitor our emissions and disclose Scope 3 GHG emissions wherever applicable and practicable.
c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.
As a commitment towards mitigating climate change, we have set climate-related targets:

Material Sustainability Factor	Target
Water conservation	Reduce or maintain the water consumption intensity
Energy conservation and emissions reduction	Maintain or reduce GHG emissions intensity
Responsible waste and effluent management	Maintain zero incident of significant fines or non-monetary sanctions for non-compliance with applicable environmental laws and/or regulations

We plan to set medium and long term targets in the future and where practicable.

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[15] Scope 1 GHG emissions is not disclosed as it is not material.

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GRI CONTENT INDEX

Statement of use	Spindex Industries Limited has reported the information cited in the GRI content index for the period from 1 July 2022 to 30 June 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI standard	Disclosure	Location/ Page reference
GRI 2: General Disclosures 2021	2-1 Organisational details	Pages 3, 8 – 9
	2-2 Entities included in the organisation's sustainability reporting	Page 3
	2-3 Reporting period, frequency and contact point	Pages 3, 7
	2-4 Restatements of information	Pages 4, 11
	2-5 External assurance	Page 2
	2-6 Activities, value chain and other business relationships	Pages 3, 8 - 9
	2-7 Employees	Pages 4, 16
	2-8 Workers who are not employees	We have an average of approximately 302 workers who are not employees in FY2023. They include agency workers who are mainly involved in production, inspection, warehouse operations and office cleaning. The number of workers who are not employees may vary due to fluctuations in sales forecast.
	2-9 Governance structure and composition	Page 4
	2-10 Nomination and selection of the highest governance body	Annual Report 2023 ("AR23"): Pages 14 - 16
	2-11 Chair of the highest governance body	Page 4
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 4
	2-13 Delegation of responsibility for managing impacts	Page 4
	2-14 Role of the highest governance body in sustainability reporting	Page 4
	2-15 Conflicts of interest	AR23: Page 9
	2-16 Communication of critical concerns	Page 18
	2-17 Collective knowledge of the highest governance body	Page 15
	2-18 Evaluation of the performance of the highest governance body	AR23: Page 17
	2-19 Remuneration policies	AR23: Pages 17-21
	2-20 Process to determine remuneration	AR23: Pages 17-21
	2-21 Annual total compensation ratio	Information is not provided due to confidentiality constraints.
	2-22 Statement on sustainable development strategy	Page 1
	2-23 Policy commitments	Pages 17 - 21
	2-24 Embedding policy commitments	Pages 17 - 18
	2-25 Processes to remediate negative impacts	Page 18
	2-26 Mechanisms for seeking advice and raising concerns	Page 18
	2-27 Compliance with laws and regulations	Pages 16, 18
	2-28 Membership associations	Page 7
	2-29 Approach to stakeholder engagement	Pages 6 - 7
	2-30 Collective bargaining agreements	As at 30 June 2023, 100% of our bargainable employees in Hanoi are covered by collective bargaining agreements. This is approximately 35% of the Group's full-time employees.

GRI standard	Disclosure	Location/ Page reference
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pages 4 – 5, 8
	3-2 List of material topics	Page 8
	3-3 Management of material topics	Pages 8 - 18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pages 2, 9 - 10
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 11
GRI 303: Water and Effluents 2018	303-4 Water discharge	Page 12
	303-5 Water consumption	Page 10
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Page 11
	305-4 GHG emissions intensity	Page 11
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Pages 11 - 12
	306-3 Waste generated	Page 12
	306-4 Waste diverted from disposal	Page 12
	306-5 Waste directed to disposal	Page 12
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 14
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 15 - 16
	401-3 Parental leave	Page 16
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 13
	403-2 Hazard identification, risk assessment, and incident investigation	Page 13
	403-5 Worker training on occupational health and safety	Page 13
	403-6 Promotion of worker health	Pages 13, 16
	403-9 Work-related injuries	Page 13
	403-10 Work-related ill health	Page 13
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 15
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 15
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 15
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 16
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 16

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