

Executive Chairman's Statement

- **On Sustainability Governance**

On behalf of the Board of Directors, it is my pleasure to release the third Sustainability Report of GCCP Resources Limited (the "Company" or "GCCP" and together with its subsidiaries, the "Group") in compliance with the Global Reporting Initiative ("GRI") Sustainability Reporting G4 framework. This Sustainability Report covers the reporting period from 1 January to 31 December 2019 ("FY2019"). The GCCP's sustainability efforts are led by the Chief Executive Officer and reviewed by the operations working group in assessing and reviewing the Group's sustainability efforts. The working group comprises of representatives from the operations, sales and marketing and finance departments ("Sustainability Working Group"). The Sustainability Working Group meets every quarter to plan and review the progress and updating of the sustainability efforts.

The Group has embraced the values of sustainability management since the early days of its operations. Sustainability has always been a part and parcel of GCCP's culture as we strive to achieve continual financial performance and uninterrupted growth. Recognising the ever-increasing relevance of sustainability in our business values, our statement on sustainability aims to illustrate our strategic approach to address sustainability challenges and opportunities in contributing towards the betterment of the business, environment and society.

With support from the Board, the management establishes a framework for its sustainability efforts in identifying, managing and addressing environmental, social and governance ("ESG") factors that are material to the Group's business. The Board considers sustainability issues as part of its strategic formulation, determines the material ESG factors and oversees the management and monitors the material ESG factors. Owing to its extensive global acceptance, we have adopted the globally-recognised GRI Sustainability Reporting Guidelines, which allows for comparability of our performance against industry peers.

This report, produced with reference to the GRI guidelines, includes the primary components as set out in Practice Note 7F of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalist ("Catalist Rules") for sustainability reporting. It summarises the Group's efforts towards sustainability and addresses GCCP's material ESG matters for FY2019.

We have not sought external assurance for the disclosures made in this report and may consider doing so in the future.

The Group will continue to make improvements to its sustainability efforts and work with its stakeholders towards promoting sustainability in its businesses.

- **Financial Review**

We take our responsibility to our stakeholders very seriously as they are key contributing factors to our performance. While we are focused on our performance we are also careful of the impact we leave on our environment. Our business strategy defines our long-term objectives and allows us to stay competitive in the market. In the reporting year, following intensive internal discussions and a stakeholder survey, our materiality assessment was developed further. While preparing the report, it gave us the opportunity to examine the ways we operate. Our sustainability strategies and plans are among our top priorities all year round.

On the business front, based on our unaudited financial results for FY2019, our Group's revenue recorded a drop of MYR10.3 million to MYR9.5 million as compared to RM19.8 million in FY2018. The decrease was mainly due to the reduced orders for precipitated calcium carbonate ("PCC") amid the slowdown in the global economy. Sales of ground calcium carbonate ("GCC") stones has temporarily discontinued as a result of the cessation of operation at Hyper Act Quarries due to major repair works required on the crusher plant and the quarry sites in FY2019.

Cost of sales reduced to RM7.2 million, from RM13.5 million in FY2018 and this resulting gross profit decreased to RM2.3 million, compared to RM6.3 million a year ago. The decrease in cost of sales was mainly due to the decline in quarrying activities, which is in line with the lower revenue.

In all, our net loss attributable to shareholders has recorded a drop to RM9.5 million in FY2019, as compared to MYR8.5 million a year ago.

- **Operational Review**

Since our listing, we have received significant interest in our crushed calcium carbonate stones and have been working with some key industry players for trial shipments and testing of these products.

To ensure that our products meet the expectations of our customers, we have stepped up efforts to strengthen our operations. In GCCP's context, the mining and quarrying processes involve the breaking of blasted calcium carbonate boulders into rocks, which are then loaded onto trucks for transportation to the crushing plant for crushing into the required sizes. In FY2019, we have engaged contractors for all aspects of our operations – drilling, blasting, mining and quarrying

Clear standard operating procedures for the crushing plant are implemented. We have trained all our operators to abide strictly by these procedures and encouraging them to take the initiative to identify and report issues. Our crushing plants also undergo weekly maintenance to keep them in tip-top condition. In FY2019, Hyper Act Marketing Quarries has been stopped for major maintenance work at crushing plant and quarry site, due to the complication of the works being carried out, such as correcting the gradient and widening of the roads leading to the blasting platforms, at Hyper Act Quarries, the Company is determined to expedite the repairs in order to resume operations of the quarries within the first half of FY2020.

In the year ahead, we will continue to leverage our capabilities and industry know-how to capitalise on opportunities that are ripe for the taking. We will continue to forge strong partnerships with leading industry players and built a good base of customers and partners. Nevertheless, we are also mindful that we have to create a strong and enduring competitive advantage in order to continue growing our business.

I would also like to thank our business partners and shareholders for standing by us as we work hard to bring greater value to you. With all of your support, I am confident that we will be able to surmount our challenges and reap the hard-earned fruits of our labour.

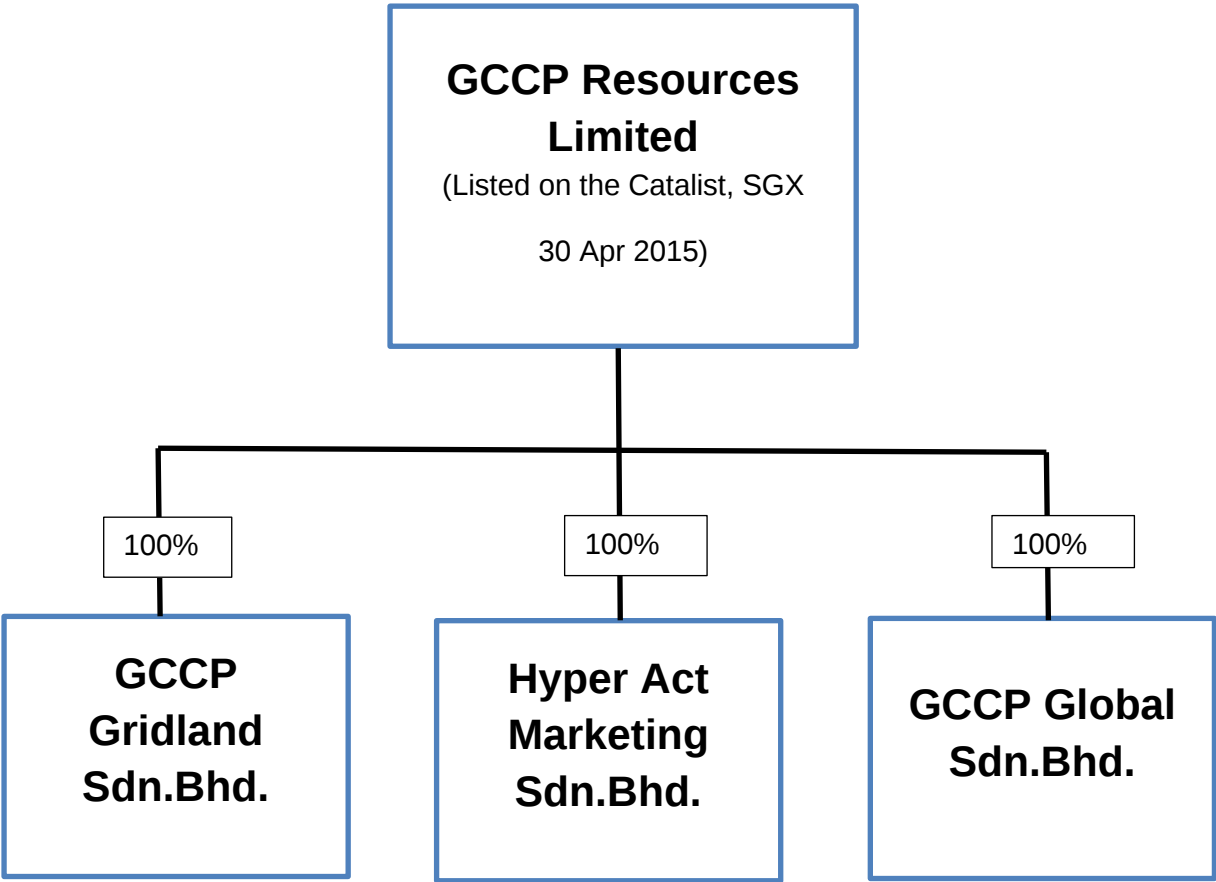
Alex Loo

Executive Chairman & CEO

Group Profile

GCCP Resources Limited holds GCCP Gridland Sdn Bhd, which operates the Gridland Quarry, producing precipitated calcium carbonate (“PCC”) grade limestone, and Hyper Act Marketing Sdn Bhd which operates Hyper Act Quarry 1 and Hyper Act Quarry 2 (collectively the “Hyper Act Quarries”), producing ground calcium carbonate (“GCC”) grade limestone respectively. The three quarries extract and crush the calcium carbonate limestones into varying particle sizes are located in Ipoh, Perak, Malaysia. GCCP was listed on the Catalist of the Singapore Exchange Securities Trading Limited on 30 April 2015.

Group Corporate Structure



Materiality Assessment

At GCCP, assessing materiality of ESG factors to our business operations is an on-going process. We have taken steps to reference the standard disclosures from the GRI reporting framework on sustainability reporting. The process employs a prioritisation approach, taking into consideration important sustainability issues from both the perspectives of GCCP as well as its key stakeholders.

In FY2019, based on a review of our business, strategy, business model and key stakeholders, the following material ESG factors were considered most relevant to GCCP. In this report, the materiality assessment was guided by inputs from our management and key representatives from various business units as well as some external stakeholders. The materiality review is conducted yearly, incorporating broader inputs gathered from wider range of identified stakeholders' engagement.

Stakeholder Engagement

The Group believes in keeping a close knit relationship with our stakeholders for its relevance to sustainability across the value chain. The views of stakeholders contribute to the identification of material ESG factors. On a continuing basis, regular and sustained engagement with stakeholders provides us with an up-to-date picture of the sustainability within both our business and physical environments.

The following table represents the stakeholder engagement methods and concerns which the Group adopt in our sustainability practices to meet the ESG requirements.

Stakeholders	Area of Concern	Means of Engagement	Section Reference
Employees	• Remuneration and benefits • Training and development • Ethics and conduct • Diversity and fair employment • Health and Safety	• Performance appraisal • Career development and communication • Training and education • Regular meetings • Employee hand book	• Our People • Business Integrity • Corporate Governance
Customers	• Quality of supplies • Competitive pricing • Timely deliveries • Customer satisfaction	• Sample testing • Regular customers' feedbacks and customer satisfactory survey • Customers' site visits	• Information on Customers • Business Integrity
Suppliers	• Quality of supplies and support • Timely payment practices	• Warranties • Supplier evaluation meetings	• Information on Suppliers • Business Integrity
Regulators	• Compliance with stock exchange requirements	• Compliance reports	• Environmental Management

	• Compliance with local government laws and regulations	• Announcements and mandatory disclosures • Annual submission of environmental report	• Business Integrity
Shareholders	• Economic performance	• Disclosures of financial results, announcements and relevant disclosures via SGXNet and press releases • Annual General Meeting • Company website and communication channels	• Corporate Governance • Business Integrity

1. Our People

1.1. Employee Retention Rate

The Group values the contribution from every employee and is determined to provide an attractive and safe environment that allows employees to feel motivated and have the sense of belonging working with the Company. We are committed to support and assist our employees regardless of work or personal matters. The assistance provided to the employees are in the forms of training, counselling and financial assistance to enable them to achieve their goals and gaining broader exposure in work. Although we do not set stringent policies in these areas but we adopt the approach of a family-like practice and always maintain an open door to the employees who seek for guidance and support.

In FY2019 the turnover rate of employees was around 20%, the high turnover rate was mainly due to the prolonged suspension of quarrying activities at Hyper Act Quarry due to maintenance work carried out and the workers have decided to depart from the position as they are not able to contribute to the maintenance works. Notwithstanding that the FY2019 targeted turnover rate of 10% was not met, the Group targets to achieve a lower employee turnover rate to less than 10% in FY2020 compared to the turnover rate recorded in FY2019 following the completion of the maintenance work.

1.2. Occupational Health and Safety

GCCP is committed to providing all employees with a safe and healthy workplace. The Group's Safety, Health and Environment Committee endeavour to achieve the highest standards of occupational safety and health at all times to ensure a safe and healthy working environment for all our workers, contractors and visitors. We conduct trainings and campaigns related to safety and health on a regular basis for the benefit of all of our employees. Trainings that were conducted in FY2019 were i) Basic Occupational, First Aid and CPR Training for all, and ii) Weekly briefings on safety and health matters are also conducted to maintain awareness and create an environment in which staff can share information on improving workplace safety.

Our workers are encouraged to attend Occupational First Aid courses to equip themselves with important skills of administering first aid treatment in the event of an emergency or accident. All staff must strictly adhere to the relevant operating procedures under the Group's policies and procedures as well as the safety regulations. Our safety policies clearly state all the terms and guidelines to follow in our working environment and also the awareness on safety and environment issues especially related the working site. The guidelines range from the safety attire, safety procedures, operating hours and all the rules during the stay and visit to our work locations. Site workers are trained and educated about health and safety rules and are provided with a copy of our own "Safety, Health and Environmental Manual" which were written specifically to meet our safety requirements. To reduce the risks of workplace injuries, we also conduct regular trainings for our workers on how to safely operate our machinery to ensure they are familiar with its potential dangers.

In FY2019, there were no occasions of work-related injuries or fatality at our quarries. We are committed to maintaining zero incidents of work-related hazards and a zero-fatality record at all times in FY2020.

1.3. Training and Development

Employees are a vital component of a company's business. We believe in continuous training and development of our employees, who are undoubtedly our most valued assets. In FY2019, employees were provided with an average of 24 hours of training per employee in a year, which is consistent with that in FY2018 and lower than the FY2019 target of an average of 48 hours and above per employee. The Group has assessed that certain trainings, such as CPR training, First Aid training and AED training, need not be attended by the employees on a yearly basis. Accordingly, a lower-than-targeted average number of training attended per employee was recorded in FY2019. The Group hopes to continue to provide employees with training as and when the opportunities arise and targets to maintain the same average training hours of 24 hours per employee in FY2020.

We invest in our employees, so that they could grow professionally and achieve their full potential. New recruits will be given a formal and comprehensive orientation to familiarise themselves with the businesses, governance and operations of the Group. The newly appointed staff will also be given an opportunity for a site visit to the quarries.

For staff involved in site operations, the Group deploys a range of machinery in the course of blasting, extraction, transportation and crushing of calcium carbonate rocks. Our workers thus attend training programmes that certify their expertise in the operations of certain machinery.

2. Customer

GCCP is selling PCC grade and GCC grade chips and lumps to both domestic and overseas clients. The Group focus on innovative measures such as the commissioning of modern crushers with higher capacity and the intended use of sensor to sort the brightness of the limestone crushed to maximise productivity in order to always meet the demand from our customers. The customers will normally require a higher brightness for the limestone they order due to the greater flexibility in blending and adjusting to the colours they desire throughout the manufacturing process of their products. Quality is

also one of our main focus and to achieve this we are committed to check the quality of our deposits and reserves by carrying out regular testing on site and off site.

We never stop communicating with our valued customers to exchange information on their needs and requirements and continuously review and improve our working standards. Customer satisfaction is our priority and we solicit feedback from our customers through survey forms regularly. With the feedback obtained, we continually make changes to improve our sales process. Further initiatives such as visiting the customers' factories more often to have better quality control and after sales services will be undertaken by the Company in FY2020, to better gauge and understand the appropriate measurements to measure and improve customer satisfaction levels.

3. Suppliers

We see our suppliers as our business partners and keep a very close working relationship. Their quick support and to provide new ideas and solutions are vital to the efficiency and effectiveness of our business operations. We always communicate with our suppliers to keep ourselves update on the market information to allow us ensure a smooth and robust procurement system is in place as part of our sustainability practices. The Company's operations team maintains a checklist of items which record the outcome from the inspection and use of the supplies after they are commissioned or acquired. Thereafter, a report on the findings will be prepared and discussed during meetings with the suppliers. We also practise obtaining new quotations from existing and other suppliers on a yearly basis to maximise our cost-efficiency and nevertheless constantly looking out for a better quality products that can be found. With these cost management measures, we are targeting to have a decrease in cost of production of approximately 3% in FY2020.

4. Environmental Management

GCCP has always committed to comply with the legal and regulatory requirements of the Malaysian Department of Environment ("DOE") and other regulators and authorities. To this end, environmental protection measures and considerations have long been embedded in our processes and day-to-day operations.

In FY2019 the Group has successfully renewed the respective Quarry Approval Letters, known as Surat Kelulusan Skim Kuari ("SKSK") (Previously known as Surat Kelulusan Pengkuarian ("SKP")) in Malaysia, for GLD Mine and Hyper Act Quarry 1. Hyper Act Quarry 2 has also obtained its SKSK. A SKSK is required for all quarry operations and is subject to annual renewal.

As part of the SKSK application and renewal process, the Group is required to submit its latest Environment Impact Assessment ("EIA") for the quarries, including an Environmental Management Plan ("EMP") and Erosion and Sediment Control Plan ("ESCP"), to the Director-General of the DOE for review and approval. The DOE has highlighted three major environmental risks associated with the quarrying business: water quality, noise and vibration levels and air quality.

The primary environmental legislation in Malaysia is the Environmental Quality Act (1974) which shall apply to the whole Malaysia. In Section 34(A), it states that "any person intending to carry out any of the prescribed activities shall, before any approval for the carrying out of such activity is granted by the relevant approving authority, submit a report to the Director General. The report shall be in accordance with the guidelines prescribed by the Director General and shall contain an assessment of the impact such activity will have or is likely to have on the environment and the proposed measures that shall be

undertaken to prevent, reduce or control the adverse impact on the environment". The Environmental Quality Act (1974) regulated a list of possible environmental emission during different industrial activities, including:

- Atmospheric pollution;
- Noise pollution;
- Soil pollution;
- Inland water pollution; and
- Discharge of oil and wastes into Malaysian water.

GCCP has implemented a number of measures to mitigate the environmental impact associated with the quarrying activities of which information can be found below.

4.1. Mitigation measures implemented related to quarrying activities

Blasting is a major quarry activity. Impact from blast vibration is limited because the nearest off lease structure is more than 300m away and the charge masses per delay in the blast designs are such as to predict minimal vibration levels at the lease boundaries. For airblast and noise, since the quarries are in a non-sensitive area in that the nearest residential houses are more than 500m from the mine gate. Hence noise and airblast are unlikely to be significant if properly controlled during each blast.

For blasting operation, GCCP adopted the following measures to reduce the impact from airblast and noise:

- Detonating cord will not be used as the trunk-line
- Initiation will be from bottom of blast hole;
- Stemming column to be sufficient, at least 30 times the diameter of the blast hole; and
- Quarry fines to be used as stemming material.

For flying rock from blasting, GCCP adopted the following procedures to avoid occurrence of fly rock:

- Use adequate ring burden according to the rock face profile. Avoid top priming of blast hole;
- Quarry fines to be used as stemming material. The stemming column will not be less than the burden or 30 times the blast hole diameter;
- Overcharging of holes is to be checked; and
- Avoid secondary blasting. If it needs to be carried out, the blast hole shall be drilled at the centre of the boulder and the correct charge to be used.

For dust emission control, GCCP has adopted the following measures to mitigate the impact:

- Rock mass at the blast will be fragmented under extremely high pressure at the time of detonation creating considerable dust over a short duration;
- To wet the anticipated area before the blast;
- Water are sprayed at all rock transfer points and roadways are watered down on a regular basis to reduce dust from crushing and screening;
- Quarry operator employs water truck to continuously wetting the haulage roads; and
- Trucks loaded with materials will have their wheels cleaned in a drive-through wash-bay when they are leaving the quarry.

4.2. Dumping, water and waste management

Rock extracted from the quarry faces will be transported to a 25-acre site at the base of the haulage ramp. There will not be much overburden dumping as most of it will be reused as fill, either in the access ramp itself, or in expanding the working area at the base of the ramp. For overburden materials and waste rock, if any, will be used for access road maintenance and rehabilitation purposes during the development stage of the quarry. Any remaining waste will be dumped onto a predetermined dumping site for future use.

Surface run off resulting from precipitation within the benching operation will be guided to flow into sediment settling ponds before entering the local drainage system which ultimately feeds into Sg. Sengat. The lease area includes extensive ponds which can serve as silt traps and the need to accommodate higher volumes of water run off during the rainy season will be manageable. Water management practices of the GLD Mine and both the HAM Mines have been approved by the relevant authorities upon obtaining the SKSKs. The water runoff is collected in two water storage areas located immediately to the north of the GLD mine. Both the HAM Mines operate on a similar water drainage system where the water filled pits from previous alluvial tin mines provide water storage and silt traps.

There are proper and safe handling procedures for used diesel and lubricants in the quarry to prevent spillage which will pollute both the surface and underground water. Used oils and lubricants are stored in special containers and are kept in a store prior to disposal sold to outside buyers.

Factoring in these risks, the DOE makes recommendations on the appropriate mitigation and monitoring measures to be incorporated in our EMP and ESCP at every review. The Group is required to submit a monitoring report to DOE on a yearly basis. The implementation is then audited by a third party environmental auditor registered with DOE. DOE has assessed and approved our EIA, confirming our compliance with environmental regulations.

There were no incidence of non-compliance with laws and regulations resulting in significant fines or sanctions in FY2019 as targeted, and we target to maintain this track record.

5. Business Integrity

We are committed to conduct our affairs in an ethical, responsible and transparent manner. GCCP requires Directors, officers and employees to observe highest standards of business and personal ethics in the conduct of their duties and responsibilities. GCCP advocates ethical business conduct in the Group's dealings and operations, and has zero tolerance for bribery and corruption. All employees shall abide by the rules of the code and discipline under the Group's policies and procedures. Each of the employee is given an "Employee Hand Book" at the start of employment and they will go through an orientation session with the Human Resource Officer to understand the Group's policies, rules and especially the working culture so that they are well prepared to embark on their career with GCCP.

To this effect, we encourage our stakeholders to disclose suspected wrongdoings which may involve or concern our Group's Directors, management, employees, performance, and relations with other stakeholders, assets and reputation.

The Company has in place the whistle blowing policy, which is available on the Company's website, enables employees and others to raise serious concerns internally so that GCCP can address and

correct inappropriate conduct and actions. Arrangements are also in place for the independent investigation of such incidents and for appropriate follow up action. The Company is pleased to inform that there were no whistleblowing reports received in FY2019. The Company will continue to ensure that it maintains the highest standards of business integrity in the upcoming years.

6. Corporate Governance

At GCCP, we are committed to maintaining a high standard of corporate governance. The Board has adopted the corporate governance practices recommended in the Code of Corporate Governance 2018 (the “Code”) and the disclosure guide developed by the SGX-ST in January 2015 (the “Guide”). Principles and guidelines as set out in the Code and Guide, where applicable, proper explanations will be provided for any deviations from the Code and/or the Guide in the Code of Corporate Governance Report of the annual report for FY2019, which will be released on the SGXNET and despatched to shareholders in due course.

The Board oversees the corporate policy and overall strategy for the Group. The principal roles and responsibilities of the Board include (a) oversight of the overall strategic plans including sustainability and environmental issues as part of its strategic formulation, strategic human resources framework, and financial objectives of the Group; and (b) oversight and the guardian of shareholders’ interest and the Company’s assets through a robust system of effective internal controls, risk management, financial reporting and compliance.

The Board is the highest authority of approval and specific functions of the Board are either carried out by the Board or through various committees established by the Board, namely, the Audit Committee (the “AC”), the Nominating Committee (the “NC”) and the Remuneration Committee (the “RC”) (collectively, the “Board Committees”). Each committee has the authority to examine issues relevant under their clearly defined term of references and to make fair, proper and appropriate recommendations to the Board when required. The ultimate responsibility for the final decision on all matters, however, lies with the entire Board. As at date of this report, the Board comprises five (5) Directors.

The Management, including the Executive Directors will keep the Board apprised of the Group’s operations and performance through quarterly updates and reports as well as through informal discussions. Key Executive Officers who can provide additional insight into the matters at hand would be invited to the Board meeting.

The Directors also have access to the Company Secretary who attends all Board and its committees’ meetings. The Company Secretary also assists the Chairman and the Board to implement and strengthen corporate governance practices and processes. The Board is given the names and contact details of the Company’s Management and the Company Secretary to facilitate direct, separate and independent access. Under the direction of the Chairman, the Company Secretary’s responsibilities would include ensuring good information flows within the Board and its Board Committees and between Management and Non-Executive Directors, advising the Board on governance matters, as well as facilitating orientation and assisting with professional development as required. Where the Directors either individually or as a group, in the furtherance of their duties, require independent professional advice, assistance is available to assist them in obtaining such advice at the Company’s expense.

The Company’s remuneration policy is to attract, retain and motivate talent to achieve the Company’s goals and objectives to create sustainable value for all stakeholders. All aspects of remuneration,

including but not limited to Directors' fees, salaries, allowances, bonuses and other benefits-in-kind shall be covered by the RC.

The following performance conditions were chosen for the Group to remain competitive and to motivate the Executive Directors and key Executive Officers to work in alignment with the goals of all stakeholders:

Performance Conditions	Short-term Incentives (such as performance bonus)	Long-term Incentives (such as the GCCP Performance Share Plan and GCCP Employee Share Option Scheme)
Qualitative	Leadership People development Commitment Teamwork Current market and industry practices Macro-economic factors	Leadership Current market and industry practices
Quantitative	Growth of Profit Before Tax	Growth of Profit Before Tax

As at the date of this report, no options have been granted under the GCCP Employee Share Option Scheme and no awards have been granted under the GCCP Performance Share Plan.

The Board is responsible for providing a balanced and understandable assessment of the Group's performance, position and prospects, including interim and other price sensitive public information and reports to regulators (if required). The Management provides Directors on a quarterly basis, with sufficient relevant information on the Group's financial performance and commentary of the competitive conditions of the industry in which the Group operates. The Company adopts a policy which welcomes Directors to request for further explanations, briefings or informal discussions on any aspect of the Group's operations or business from Management.

The AC reports to the Board on the financial results for review and approval. The Board approves the financial results after review and authorises the release of the results on SGXNET to the public.

The Company strives to disclose information on a timely basis to shareholders and ensure any disclosure of price sensitive information is not made to a selective group. The information is communicated to our shareholders via:

- annual reports – the Board strives to include all relevant information about the Group, including future developments and disclosures required by the Companies Act, Financial Reporting Standards and the Catalist Rules; and
- SGXNET and press releases (as and when required) on major developments of the Group.

SGXNET disclosures and press releases of the Group are also available on the Company's website at <http://www.gccpresources.com>. The Company may publish presentation slides used during the investor briefings on SGXNET and on its website – <http://www.gccpresources.com>. A copy will be made available on the Company's website and published via SGXNET.

Shareholders will be given the opportunity to air their views and ask Directors or the Management questions regarding the Company and the Group at the AGM. The notice of AGM will be sent together with the annual report, released on SGXNET and on the Company's website as well as published in the newspapers and/or other permitted means to inform shareholders of upcoming meetings.

The Group does not have a formalized investor policy in place. However, it has appointed an external media and investor relations consultant to assist the Group to facilitate and gather the exchange of views and queries of shareholders, and also to promote meaningful disclosures to shareholders.

The Board, Management and the external auditors will also be present to address any relevant queries the shareholders may have. At the forthcoming AGM, the Company will prepare the minutes of the AGM which would include substantial or relevant comments from shareholders and the minutes of the AGM will be released on the SGXNET, within one month from the date of the AGM. At the upcoming AGM, pursuant to the Catalist Rules, the Company shall conduct the voting by way of a poll and the results of the poll conducted for each resolution tabled shall be announced accordingly on SGXNET after the conclusion of the AGM.

The Company has adopted an internal code on dealings in securities, which has been disseminated to all Directors and Officers within the Group. The Company will also send a notification via email to notify all its Directors and Officers a day prior to the close of window for trading of the Company's securities. The Company, Directors and Officers are reminded not to deal (whether directly or indirectly) in the Company's securities on short-term considerations and be mindful of the law on insider trading as prescribed under the Securities and Future Act, Cap. 289. The internal code on dealings in securities also makes clear that the Company, its Directors and Officers should not deal in the Company's securities and securities of other listed companies, while in possession of unpublished price-sensitive information and prohibits trading as well as during the following periods:

- (i) the period commencing two weeks before the announcement of the Company's financial statements for the first, second and third quarters of its financial year; and
- (ii) the period commencing one month before the announcement of the Company's financial statements for its full financial year.

Each of the above periods will end on the date of the announcement of the relevant financial results of the Company.

The Company has established procedures to ensure that all transactions with interested persons are reported on a timely manner to the AC and that the transactions are carried out on normal commercial terms and are not prejudicial to the interests of the Company and its minority shareholders. There were no IPTs with value more than S\$100,000 transacted during FY2019. In FY2019 the Company does not have an IPT general mandate.

Overview of the Sustainability Approach

Primary Components	Year 2019 Performance	Year 2020
Material ESG Factors	Reviewed most critical factors:- • Economic Performance • Customer satisfaction • Quality assurance • Occupational, health and safety • Environmental Management • Procurement Procedures • Employee Retention Rate • Training and Development	To review factors assessment and add factors which have become material and remove existing factors which are no longer material.

Policies, practices and performance	- Occupational Health & Safety Policy - Continuous improvement to the Group's safety needs. - Group Whistle Blower Policy – Zero reports received. - Compliant with relevant laws and regulations, - Achieved zero work related injuries and fatalities	To review the current policies, practices and performance and make necessary improvements.
Targets	- To set low employee turnover rate at 10% and below - Continue to minimise customers' complaint and improve quality of limestone supplies through improvement in mining processes. - Increase employee training hours - Continue to improve internal control system	- To meet targets set in the previous year and set new targets. - To record low employee turnover rate at 10% and below - Continue to minimise customers' complaint and improve quality of limestone supplies through improvement in mining processes. - Maintain employee training hours at an average of 24 hours per employee in a year - To undertake initiatives to gauge and better understand appropriate measurements to measure and improve customer satisfaction levels. - Decrease in cost of production of approximately 3% compared to FY2019. - Zero non-compliance with laws and regulations resulting in significant fines or sanctions. - Continue to improve internal control system and to ensure internal audit function is present
Sustainability Reporting Framework	GRI	
Board Statement	Complied	To comply

GRI G4 Content Index

GRI Standard	Disclosure	Notes / Page number(s)
General Disclosure		
Organization Profile		
102-1	Name of organisation	GCCP Resources Limited
102-2	Activities, brands, products and services	Sustainability report page 1
102-3	Location of headquarter	HQ Office D21-1, Menara Mitraland No. 13A, Jalan PJU 5, Kota Damansara 47810 Petaling Jaya, Selangor, Malaysia Tel: +603 7610 0823

		Email: info@gccpresources.com
102-4	Location of operations	• Sustainability report page 1
102-5	Ownership and legal form	• Sustainability report page 1-2
102-6	Market served	• Sustainability report page 1, 6
102-7	Scale of the organisation	• Sustainability report page 1-3
102-8	Information on employees and other workers	• Sustainability report page 5-6
102-9	Supply chain	• Sustainability report page 2, 6
102-10	Significant changes to organisation and its supply chain	Sustainability report page 2
102-11	Precautionary principle or approach	Not applicable
102-12	External initiatives	Not applicable
102-13	Membership of associations	Not applicable
102-14	Statement from senior decision-maker	• Sustainability report page 1-3
Ethics and integrity		
102-16	Values, principles, standards and norms of behaviour	• Sustainability report page 9-13
Governance		
102-18	Governance structure	• Sustainability report, page 1, 9-10
Stakeholder Engagement		
102-40	List of stakeholder groups	• Sustainability report page 4-5
102-41	Collective bargaining agreements	Not applicable
102-42	Identifying and selecting stakeholders	• Sustainability report page 4-5
102-43	Approach to stakeholder engagement	• Sustainability report page 1
102-44	Key topics and concerns raised	• Sustainability report page 4-5
Reporting Practice		
102-45	Entities included in the consolidated financial statements	• Sustainability report page 3
102-46	Defining report content and topic Boundaries	• Sustainability report page 4,14,15
102-47	List of material topics	• Sustainability report page 4-5
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	• Sustainability report page 1
102-51	Date of most recent report	• Sustainability report page 1
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	• Sustainability report page 1
102-54	Claims of reporting in accordance with GRI Standards	• Sustainability report page 1
102-55	GRI content index	• Sustainability report page 14-15
Management Approach		
103-1	Explanation of the material topic and its Boundary	• Sustainability report page1, page 4-13
103-2	The management approach and its components	• Sustainability report page 1, 4
103-3	Evaluation of the management approach	• Sustainability report page 13
Environmental		

307-1	Non-compliance with environmental laws and regulations	No non-compliance in the year of reporting
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