



GOODLAND GROUP LIMITED

良園集團

Incorporated in the Republic of Singapore
Company Registration No. 20040552N

SUSTAINABILITY REPORT FY2020

LETTER FROM THE CHAIRMAN / CHIEF EXECUTIVE OFFICER

Dear Stakeholders,

The Board of Goodland Group Limited and its subsidiaries ("Goodland" or the "Group") is pleased to present Sustainability Report ("Report") for the financial year ended 30 September 2020.

We are actively integrating sustainability principles into the business in achieving the mission of "Goodland, Good Living". The Board believes sustainability is essential in business strategy to driving long term growth and prosperity for Goodland.

Our effort in taking care of the environment by constantly exploring green technologies and methods to reduce water and energy consumption in day-to day operation aim to conserve our natural resources. We are also committed to enhance public safety, reduce noise and vibration, and power management on site. We pride ourselves in practicing Green and Gracious Building Scheme (GGBS) under the Building and Construction Authority of Singapore (BCA) in our workplace.

We believe in giving back to the society is part of our responsibility. A business is sustainable if we have support from the community. We continue to make our contribution by making donation and taking part in charity activities to non-profit organisations and temples to help with the less fortunate. We continue to maintain high standards of corporate governance for the benefits of our shareholder.

The global outbreak of COVID-19 pandemic has inevitably impacted all trades in Singapore and the rest of the world. The Singapore Government has gradually implemented a series of measures to reduce and slow the transmission of the virus; and various financing support have also been introduced to help Singapore businesses. Necessary safety measurements have been implemented at our construction sites, commercial and industrial buildings to ensure the wellbeing of our employees, our tenants and visitors to our properties. The Group is actively monitoring the impact of the pandemic outbreak.

The Group endeavours to continually improve our sustainability practices as we progress. We welcome feedback from our stakeholders. Please send your feedback to goodland@goodlandgroup.com.sg.

To conserve the environment, no hard copies of this Report is printed. We have uploaded a digital copy on our website at www.goodlandgroup.com.sg.

On behalf of the Board,

Ben Tan Chee Beng
Executive Chairman

Dr. Alvin Tan Chee Tiong
Chief Executive Officer

30 September 2020



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SUSTAINABILITY REPORT

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1. ORGANISATIONAL PROFILE

Goodland Group Limited and together with its subsidiaries (“**Goodland**” or the “**Group**”) is a property developer specializing in residential, commercial and industrial developments. Goodland's segments include property development, construction and property investment. The property development segment is engaged in developing properties for sale. The construction segment is engaged in constructing residential, commercial and industrial properties. The property investment segment is engaged in investing in properties for leasing income and capital appreciation. Goodland's geographical segments include Singapore, Malaysia and Cambodia. We plan to increase its footprint in the residential, commercial and industrial property segments, and is strategically placed for sustained growth for years to come.

2. BOARD STATEMENT

The Board of Directors (the “Board”) of Goodland Group Limited and together with its subsidiaries (the “Group”) reaffirms our commitment to sustainability and recognises the important role that sustainability has played in helping achieve our mission of “Goodland, Good Living”. The Board considers sustainability issues in our long-term strategy formulation. Managing sustainability allows us to safeguard the well-being of and deliver long-term value to our stakeholders.

The Group's sustainability strategy is developed and directed by the senior management in consultation with the Board of Directors.

The Group's Sustainability Committee, formed by the senior management, led by the Group's Chief Executive Officer (“CEO”), is tasked to develop the sustainability strategy, and drive sustainability efforts across the whole Group via the following process:

1. Reviewing the ESG factors identified as material to our business;
2. Considering stakeholder priorities;
3. Setting goals and targets;
4. Measurement performance data; and
5. Monitoring and reviewing performance on a regular basis.

The Board of Directors maintains oversight the sustainability performance of the Group as well as finalised the ESG topics for sustainability report for FY2020.

3. ABOUT THE REPORT

This sustainability report describes the Goodland's commitment towards sustainability in its business practices. This report is to be read in conjunction with its financial statements for the financial year 2020 and addresses the Group's material environmental, social and governance (“**ESG**”) topics during the period.

No hard copies of this report have been printed as part of our efforts to promote environmental conservation.

Reporting Scope

In this report, we have scoped in the development properties located in Singapore, which focus on landed terrace houses and industrial building.

Reporting Standard

This report complies with the SGX-ST Listing Rules 711A and 711B and is with reference to the Global Reporting Initiative (GRI) Standards.

4. FEEDBACK

We welcome your feedback to help us improve our performance in sustainability and meet stakeholder's expectations. Please send your feedback to the Sustainability Committee at goodland@goodlandgroup.com.sg.

5. STAKEHOLDER ENGAGEMENT

The Group's efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise customers, community, employees, regulators, shareholders and suppliers. For each material factor identified, key stakeholders are determined based on the extent of which they can affect or are affected by operations of the Group. The relevance and significance of key stakeholders are reviewed from time to time.

We actively engage our key stakeholders through the following channels:

Through the above channels, the Group seeks to understand the views of key stakeholders, communicate effectively with them and respond to their concerns.

S/N	KEY STAKEHOLDER	ENGAGEMENT CHANNEL
1	Customers	Customers can send their feedback by contacting us at goodland@goodlandgroup.com.sg .
2	Community	We welcome feedback on minimising the social and environmental impacts to the communities in which we operate by contacting us at goodland@goodlandgroup.com.sg . The Group participates in philanthropic activities through its Corporate Social Responsibility efforts.
3	Employees	Senior management regularly communicates with employees for effective flow of information and alignment of business goals, including emails, staff meetings, induction programmes and annual staff evaluation sessions, whereby employees can pose questions in person.
4	Regulators	Channels for information exchange between regulators and the Group on proposed regulatory changes that impact on the Group's business are widely available, including helpdesks, email and websites.
5	Investors	The Group conveys timely, full and credible information to shareholders through announcements on SGXNET, the Group's website goodlandgroup.listedcompany.com , investor relations email account goodland@goodlandgroup.com.sg , annual general meetings, extraordinary general meetings (where necessary), annual reports and other channels such as business publications.
6	Suppliers	The Group works closely with suppliers to ensure smooth delivery of products. In general, new suppliers are screened in accordance with the purchasing policies and existing suppliers are assessed by respective work teams based on specified criteria. Feedback is also provided by the procurement teams to suppliers to ensure standards of products or services delivered by suppliers.

6. SHAREHOLDER CONCERNS

S/N	KEY STAKEHOLDER	KEY CONCERN
1	Customers	<ul style="list-style-type: none"> - Quality of the product - Workmanship and defect rectification - Pricing of the product - On time completion
2	Community	<ul style="list-style-type: none"> - Clean and safe construction area - Noise, vibration and air pollution management - Environment and waste management
3	Employees	<ul style="list-style-type: none"> - Safe working environment - Work life balance - Training opportunities - Job security - Career enhancement
4	Regulators	<ul style="list-style-type: none"> - Compliance to relevant law and regulation - Attention to concerns arise from authorities.
5	Investors	<ul style="list-style-type: none"> - Dividend distribution - Financial performance - Risk management

7. MATERIALITY ASSESSMENT

The Sustainability Committee ("SC") conducted materiality assessment through meetings and discussions to identify, prioritise and validate ESG topics that are material to the Group. In prioritising the material ESG factors, the SC considered the likelihood and potential impact of issues affecting business continuity and development as well as environment and social impacts to stakeholders.

The SC identified 9 factors which are material to the Group listed in the table 7.1 below. These factors will be the focus of this inaugural sustainability report.

The material topics are identified as follows:

Table 7.1 – Material ESG Topics

ESG FACTOR	MATERIAL TOPIC
Environmental	Energy and water consumption efficiency
	Waste Management {Reduce, Reuse, Recycle}
	Implement green practices
Social	Noise, vibration and air pollution management
	Prevention / Reduction of accidents / incidents
	Site workforce management
	Supply chain
	Talent retention
	Corporate social responsibility ("CSR")
Governance	Performance of services and products
	Anti-corruption
	Compliance with legal and other requirements

8. SUSTAINABILITY FACTORS, RISKS, OPPORTUNITIES, GOALS AND TARGETS

In today's multi-faceted business climate, effective risk management is required to achieve continuous profitable growth. As such, ESG factors are thoughtfully considered before being integrated into the Group's organisational decision-making processes.

8.1 Environmental Factors

The Group is committed to minimising its environmental impact as a real estate owner, developer and manager. It believes that lowering the environmental footprint of its buildings through innovation creates value for its stakeholders.

The Group incorporates environmental sustainability in our projects, from feasibility, design, procurement, construction, operation to redevelopment. Monitoring environmental impacts is integral to its business operations, as efficient use of environmental resources such as energy and water contributes to the operational efficiency and long-term sustainability of the company.

We strive to improve our environmental performance over time and to initiate additional projects and activities that will further reduce the impact of the Group's activities on the environment and the public.

Our commitment to the environment extends to our customers, staff and the community in which we operate. We are committed to:

- minimise or prevent pollution and ensure that working environment is kept clean and in good order at all times whenever possible
- train all staff on our environmental management program and empower them to contribute and participate
- continually improve over time by measuring and monitoring environmental impacts
- communicate our green and gracious builder commitment and efforts to our customers, staff and our community
- minimise the social impact of our activities and avoid damage to the environment through regular audits
- care and consideration for the safety of site personnel, visitors and the general public
- understand, implement and comply with all applicable environmental regulations

Energy

The Group's efforts on mitigating energy consumption include:

- use of energy saving equipment such as the use of solar panel to power equipment such as the noise monitoring equipment
- efficient design of site office/work
- use of alternating current grid power supply and diesel-powered generators
- continuously monitoring electricity and diesel consumption with allocated budget
- planting of green vegetables on roof top to provide cooling effect and reduce electricity consumption of the Goodland Group Building and also promote recycling of food waste to as a useful fertiliser for growing the plants and vegetables.

Water

The Group's efforts on mitigating water consumption include:

- use of treated re-cycled water for cleaning purposes on site
- provision of perimeter drains, silt traps, and sealing up of gaps at the base of hoardings to help contain surface run-off within the site

Waste

The Group's efforts on managing waste include:

- continuously monitoring building materials requirement throughout the project
- consolidation and re-use of used building materials for future projects
- reuse of recycled galvanized iron pipe and scaffolding as formwork support which reduces the use of timber plank

8.2 Social Factors

Occupational Health and Safety

Occupational health and safety (OHS) of our staff, tenants, contractors, suppliers and the communities who use its properties, is of utmost importance to the Group. Effective OHS management is part of risk management and deemed to enhance staff productivity and morale. The Group's efforts on public safety include the use of proper full-height hoarding of the construction site, provision of site safety information and sufficient signages to visitors and the use of traffic cones or barriers to raise awareness of construction activities

Noise and Vibrations

The Group's efforts on reducing noise and vibrations includes:

- installation of instruments to manage noise and vibration levels
- use newer equipment/machinery to achieve lower noise emissions

Supply Chain

Building materials are purchased by contractors. As such, the Group has limited control over the type and quantity of materials purchased for the development projects. Instead, the scope of disclosure for materials is confined to areas it has operational control: the promoting of responsible sourcing practices along the supply chain, and to encourage the use of eco-friendly and recycled materials. For example, we used green products that are certified by PSB Singapore for construction, such as Davco Eco-friendly waterproofing and plastering, tile adhesive & etc.

Talent Retention

Goodland advocates and invests in the development of employees to fulfil their potential and contribute towards the progress of the Group, including the sponsorship of degree and diploma programmes. Our employees are encouraged to attend conferences and seminars to acquire knowledge to meet their relevant work requirements. Goodland conducts In-house training regularly to enhance employee's understanding of the Group's products and operations and to align staff with the Group's objectives.

During this Covid-19 pandemic, the Group's business is adversely affected by the Government's restriction orders put in place to control the transmission of the disease. The Group has maintained salary pay-out to employees to support them through the difficult time. In addition, the Group also supports our employees to apply for government subsidy for temporary accommodation for staff living across the border, who were affected by the closure of the border implemented by both Singapore and Malaysia.

Goodwill Jobs Done for the Community

Goodland is committed to perform jobs to community out of goodwill to encourage a good relationship with our neighbourhood, which include:

- protecting trees and extension of site boundary and canvas to minimize the pollution
- daily housekeeping works to prevent from mosquito breeding
- select optimum delivery timing (less traffic flow) for construction materials to be delivered to construction site to minimize public inconvenience
- provision of repairs and repainting work to affected neighbours

Corporate Social Responsibility

The Group's social responsibility can be built up through community investments. In the longer term, this strengthens the Group's social licence to operate and ability to deliver sustainable value. We are committed to continually engaging our employees in our corporate social responsibility initiatives and efforts.

In giving back to the community, Goodland:

- contributed S\$10,000 to Braddell Heights Citizens' Consultative Committee Community Development and Welfare Fund for the "Upgrading Fund-Raising Golf Tournament and Dinner 2019" on 4 October 2019. The fund raising was aim to upgrade the present 19 year old Braddell Height Community Club building and to organise more community events to promote social cohesion and racial harmony amongst all races, ages and gender.
- contributed S\$5,000 to Relay Majulah, a fundraising run by 200 runners in a relay format, passing the baton from one to another, covering 2000km. The event had successfully raised a total of S\$1.6 million and all donations goes directly to the 67 charities supported by the President's Challenge.
- Joined the celebration of 38th Anniversary of Zi Jing Ge Moral Uplifting Society, which was attended by honourable guest Datok Sri Dr Derek Goh, BBM. The organisation promotes social ethics and values and the Group contributed S\$1,000 to their donation fund.
- contributed S\$30,000 to Wat Ananda Metyarama as a contribution toward the building of Doi Pha Tang Temple in Chiang Rai, Thailand.
- participated in the Food Fiesta 2019 at Ren Ci Community Hospital on Sunday 6 October 2019, whereby management, staff and their families attended. The Group contributed S\$5,000 at this event.

8.3 Corporate Governance

Goodland is committed to ensuring and maintaining a high standard of corporate governance and business conduct to safeguard the interests of its stakeholders. We are dedicated to uphold integrity and honesty in our operations. The Board acknowledges that it is responsible for the governance of risks and the overall internal control framework, but recognises that no cost effective internal control system will preclude all errors and irregularities, as the system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against the occurrence of material errors, poor judgment in decision-making, human errors, losses, fraud or other irregularities. The Board will, on a continuing basis, endeavour to further enhance and improve the Group's system of internal controls and risk management policies.

ANTI-CORRUPTION

The Group has incorporated "whistle blowing" procedures as part of the Group's system of internal controls. This is to provide a channel for employees of the Group to report in good faith and in confidence, without fear of reprisals, concerns about possible improprieties in financial reporting and other matters. The objective of the policy is to ensure that there is independent investigation of such matters and that appropriate follow up actions will be taken. For FY2020, there were no reports received.

In addition, the Group sets out expectations of employees in relation to issues such as fraud, conflicts of interest and anti-competitive conduct in the employees' handbook. For FY2020, the Group achieved the target of zero confirmed incidents of concerning employees or business partners.

COMPLIANCE WITH LAWS & REGULATIONS

The Group adheres to the Code of Corporate Governance 2018, listing rules and regulations set out by SGX, the MAS Securities and Futures Act, the Singapore Code of Advertising Practice, the Personal Data Protection Act, as well as all other applicable laws and regulations.

For our developments, the Group is subject to regulations administered by Urban Redevelopment Authority (URA), Building and Construction Authority (BCA), National Environment Agency (NEA), Public Utilities Board (PUB), Land Transport Authority (LTA) and others.

There were no incidents of non-compliance with laws and regulations, including environmental regulations and marketing guidelines, resulting in significant fines or sanctions in FY2020.

8.4 Performance Measurement

The factors identified and the corresponding performance measurement during the financial year ended 30 September 2020 are shown in Table 8.1 below.

We have set the same qualitative and quantitative sustainability targets for FY2021, as shown in Table 8.1 below.

Table 8.1 - Performance Measurement of ESG Topics

ESG FACTOR	POLICY - RISKS AND OPPORTUNITIES	TARGET FOR FY2020	ASSESSMENT OF ACTUAL PERFORMANCE IN FY2020	TARGET FOR FY2021
Environmental	Energy and water consumption efficiency	Reduce utilities consumption by 3%	No comparable data were available due to circuit breaker restrictions to stop work on the construction site from Apr to July 2020.	Reduce utilities consumption by 3%
	Waste management (Reduce, Reuse, Recycle)	Reduce concrete, re-bars wastage by 3%	No comparable data were available due to circuit breaker restrictions to stop work on the construction site from Apr to July 2020.	Reduce concrete, re-bars wastage by 3%
	Implement green practices	Use of green products in all our development projects	We prioritized the use of green products certified by PSB Singapore. We carried out pesticides control and waste water treatment using environmental friendly chemical to reduce possible contamination on the environment. We also reused treated water for cleaning purpose.	Use of green products in all our development projects
Social	Noise, vibration and air pollution management	Zero complaints on noise, vibration and dust from interested parties	Noise monitoring device was implemented on site to monitor the level of noise in public. No complaints received from the public on noise, vibration and dust.	Maintain zero complaints on noise, vibration and dust from interested parties
	Prevention / Reduction of accidents / incidents	Zero fatality / major accidents	No fatality nor major accidents during the period.	Maintain zero fatality / major accidents
	Site workforce management	Provision of welfare facilities on all project sites	Provision of refreshment, proper work wear and foot wear and portable toilets at construction sites.	Provision of welfare facilities on all project sites.
	Supply chain	Actively source for suppliers and contractors who provide green products	Davco's eco-friendly waterproofing and plastering, certified by PSB Singapore, were used by some of our contractors.	Actively source for suppliers and contractors who provide green products
	Talent retention	Send at least 1 staff from each department for training every year	Training target was achieved.	Send at least 1 staff from each department for training every year
	Corporate social responsibility ("CSR")	Participate in 1 or more CSR activity with company-wide staff participation each year	Target was achieved. See paragraph 8.2	Participate in 1 or more CSR activity with company-wide staff participation each year
	Performance of services and products	100% completion of project on time	33 Kim Chuan Drive project was granted an extension due to the disruption of Covid-19. No other projects required extension at this time.	Maintain 100% completion of project on time
Governance	Anti-Corruption	No major confirmed incidents.	No major confirmed incidents reported.	Maintain zero incidents.
	Compliance with legal and other requirements	No major confirmed incidents.	No major confirmed incidents reported.	Maintain zero incidents.

9. RESPONSE TO COVID-19

The global outbreak of COVID-19 pandemic has inevitably impacted all trades in Singapore and the rest of the world. The Singapore Government has gradually implemented a series of measures to reduce and slow the transmission of the virus, including tight border control, safe distancing, crowd control and the 'Circuit Breaker', whereby all non-essential businesses must stop operating for a period from 7 April 2020 to 4 May 2020 and then for extended period, between 5 May 2020 and 1 June 2020. Various financing support, tax and other temporary relief measures have also been introduced to help Singapore businesses.

In Singapore, the sale of development properties has slowed down with the closure of all our showrooms and only digital sales and marketing activities are carried out. The Group expects our development sales to be affected. Most of our construction projects have just obtained the relevant authorities' permit to work by end of July 2020. The Group is now planning and managing our resources to complete our projects on time.

In respect of our commercial and industrial leases in Singapore, we will render assistance to our tenants that had been genuinely affected by the COVID-19 pandemic, such as passing on property tax rebates to our tenants.

During the 'Circuit Breaker' period, remote working has become the 'new normal' for the society and we have arranged our employee and director to work virtually. We have set up a connection with the security feature added for employees to access the internal data and provided necessary hardware that allows employees to work from home. We also divided the employee to a different group and each of the groups is not allowed to meet. Employee only allows going back office when they can justify certain work is not possible to perform virtually and is necessary to be completed in time. Prior approval must be obtained before they can go back to the office. Employees are required to wear a face mask and keep social distancing when they are in office. We have not retrenched and implemented any pay-cut for our employee due to the Covid-19 situation.

Moreover, to comply with Safety Management Measures imposed in the development and construction sector, we are required to enforce health and safety procedures on construction site. Employees are required to join the safe management officer course for construction and pass the exam. Several safety measurement are taking places in construction site and office building to ensure the wellbeing of our employee. The measurement include safety precaution reminder signboard, disinfect office building twice a day, contact tracing system, health declaration form by visitor and installation of the face recognition thermal scan.

The Group expects the next 12 months to be very challenging. The full extent of the impact cannot be determined at this stage. The Group is actively monitoring the development of this pandemic outbreak and will continue to exercise prudence and focus on taking necessary initiatives to moderate the impact. Our Group will continue to look for development and investment opportunities, both locally and regionally, while exercising caution.

10. INDEPENDENT ASSURANCE

Goodland strived, where applicable, to align its policies and practices to international standards. In reporting on sustainability, care is taken to give an accurate and balanced view. For this purpose, the Group has obtained independent assessment by external professionals to obtain the following certifications:

<u>Certification</u>	<u>Description</u>
• ISO 9001:2015	Quality Management Systems
• ISO 14001:2015	Environmental Management Systems
• OHSAS 18001:2007	Occupational Health and Safety Management

In addition, Goodland participated in the following schemes:

<u>Certification</u>	<u>Description</u>
• Green and Gracious Builder Scheme (GGBS) by the Building and Construction Authority of Singapore (BCA)	Environment protection and gracious practices
• BizSafe Star by Ministry of Manpower (MOM)	Workplace Safety and Health

*BCA – Building and Construction Authority of Singapore

*MOM – Ministry of Manpower, Singapore

11. SUMMARY

We are actively integrating sustainability principles into the business in achieving the mission of “Goodland, Good Living”. The Board believes sustainability is essential in business strategy to driving long term growth and prosperity for Goodland. The Group endeavours to continually improve our sustainability practices as we progress. We strive to safeguard the well-being of and deliver long-term value to our stakeholders.

GRI INDEX CHECKLIST

GRI Standards (2016)		Notes/Page number(s)
General Disclosures		
Organisational Profile		
102-1	Name of the organisation	Goodland Group Limited
102-2	Activities, brands, products, and services	Corporate Profile Projects in FY2020, page 108 - 111
102-3	Location of headquarter	Corporate Information, page 16 Financial Statements, page 49
102-4	Location of operations	Corporate Information, page 16 Financial Statements, page 95 - 96
102-5	Ownership and legal form	Financial Statements, page 54 Financial Statements, page 95 - 102
102-6	Markets served	Financial Statements, pages 95 - 98, 126 - 130
102-7	Scale of the organisation	Financial & Operational Review, page 2 - 6 Financial Statements, page 48 - 53
102-8	Information on employees and other workers	Sustainability Report (Talent Retention), Page 8 The Group did not have any significant variation in employment numbers.
102-9	Supply chain	Sustainability Report, page 8
102-10	Significant changes to organisation and its supply chain	No significant changes during FY2020
102-11	Precautionary principle or approach	The Group does not specifically address the principles of the Precautionary approach.
102-12	External initiatives	Sustainability report, page 13
102-13	Membership of associations	Real Estate Developers' Association of Singapore (REDAS) Singapore Business Federation (SBF)
Strategy		
102-14	Statement from senior decision-maker	Board Statement, page 3 - 6
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Board Statement, page 3 - 6 Corporate Governance Report, page 18 - 34
Governance		
102-18	Governance structure	Corporate Governance Report, page 18 - 34
Stakeholder Engagement		
102-40	List of stakeholder groups	Sustainability Report, page 5
102-41	Collective bargaining agreements	There are no collective bargaining agreements in place at the Group
102-42	Identifying and selecting stakeholders	Sustainability Report, page 5
102-43	Approach to stakeholder engagement	Sustainability Report, page 5
102-44	Key topics and concerns raised	Sustainability Report, page 6 - 10

Reporting Practice

102-45	Entities included in the consolidated financial statements	Financial Statements, page 95 - 97
102-46	Defining report content and topic boundaries	Sustainability Report, page 4 - 10 All ESG factors are relevant within our organisation only
102-47	List of material topics	Sustainability Report, page 6 - 10
102-48	Restatements of information	NIL
102-49	Changes in reporting	Financial Statements, page 54 - 58
102-50	Reporting period	1 October 2019 – 30 September 2020
102-51	Date of most recent report	30 September 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sustainability Report, page 5
102-54	Claims of reporting in accordance with GRI Standards	Sustainability Report, page 4
102-55	GRI content index	Sustainability Report, page 14 - 16
102-56	External assurance	Sustainability Report, page 13

Management Approach

103-1	Explanation of the material topic and its Boundary	Sustainability Report, page 6 - 12 Materiality and management initiatives are discussed within the section for each material factor
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

Material Topics

Anti-corruption

205-1	Direct economic value generated and distributed	Sustainability Report, page 9 - 10
205-2	Communication and training on anti-corruption policies and procedures	Sustainability Report, page 9 - 10
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report, page 9 - 10

Energy

302-1	Energy consumption within the organisation	Sustainability Report, page 6 - 7
302-3	Energy intensity	Sustainability Report, page 6 - 7 Energy disclosed in this report refers to purchased electricity only

Water

303-1	Water withdrawal by source	Sustainability Report, page 6 - 7 The only water used by the Group is public utilities water
303-3	Water intensity	Sustainability Report, page 6 - 7

Supplier Environmental Assessment

308-1 New suppliers that were screened using environmental criteria Sustainability Report, page 7

Environmental Compliance

307-1 Non-compliance with environmental laws and regulations Sustainability Report, page 11

Occupational Health and Safety

403-2 Types of injury and rates of injury, absenteeism, and number of work-related fatalities Sustainability Report, page 8

Training and Education

404-2 Programs for upgrading employee skills Sustainability Report, page 8

Supplier Social Assessment

414-1 New suppliers that were screened using Sustainability Report, page 8

Customer Health and Safety

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services Sustainability Report, page 8

Marketing and Labelling

417-3 Incidents of non-compliance concerning marketing communications Sustainability Report, page 11

Socioeconomic Compliance

419-1 Non-compliance with laws and regulations in the social and economic area Sustainability Report, page 11