

***MOVING FORWARD WITH
NEW POTENTIAL***

ENECO ENERGY LIMITED

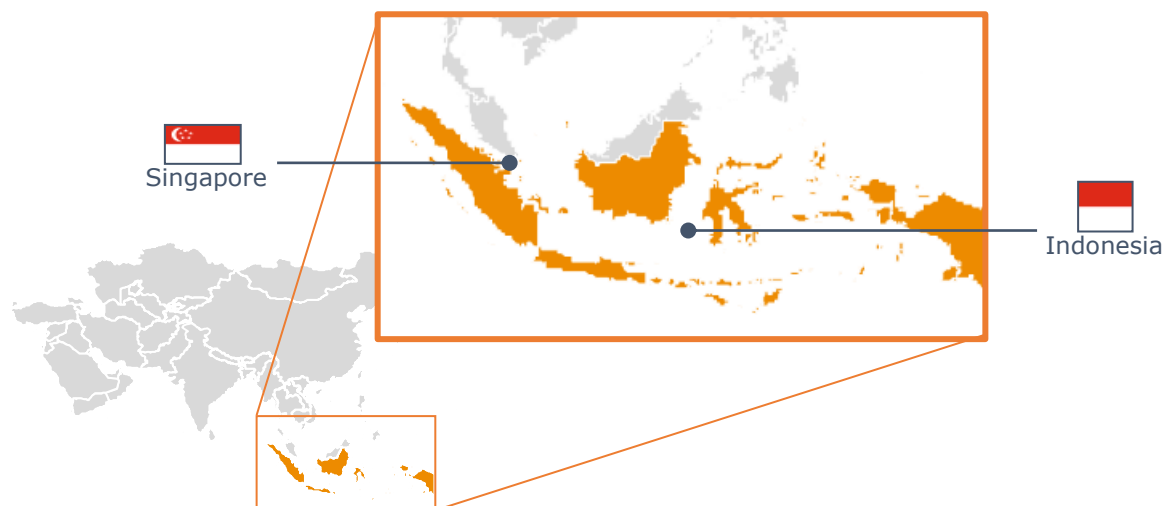
Sustainability Report 2021

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ABOUT THIS REPORT

This is the fifth annual Sustainability Report (“SR”) released by Eneco Energy Limited (“Eneco Energy” or “the Group”) for the financial year ended 31 December 2021 (“FY2021”). This SR unveils the sustainability performance of the Group’s operations in Singapore and Indonesia for the financial year 2021, from January 1, 2021 to December 31, 2021 unless specified otherwise.



Depiction of Geographic Operations covered by the SR

Recent efforts to adopt sustainable practices across the Group’s businesses and operations aptly illustrate our commitment in areas of economic, social, and environmental importance. Through this SR, the Group communicates its sustainability performance to its stakeholders. This SR has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards 2016: Core Option – the international standard for sustainability reporting, and with reference to the Singapore Exchange Securities Limited Listing Rules 711A and 711B. For more details, please refer to the [GRI Content Index](#) of this SR.

All information included in, or made available, within the Group’s SR 2021 was not subject to independent assurance. Nonetheless, this SR was formally reviewed and approved by the management team and the Board to ensure material topics are all covered. The Group would consider acquiring independent assurance to enhance credibility of our disclosures in the near future.

CONTACT US

Your feedback on our sustainable performance and this report, which can be found on www.enecoenergy.com, is much welcomed and valued. Please address all feedback to info@enecoenergy.com.

BUSINESS IN BRIEF

Based in Singapore, Eneco Energy is listed on the Singapore Stock Exchange and is engaged in Logistics services within Singapore and Indonesia and Oil and Gas in Indonesia. Eneco Energy has been in the Logistics services sector since 1992 under the brand of RichLand Logistics ("**RichLand**") and had ventured into the energy sector in 2008.

Founded in 1992, RichLand is the Logistics business unit of Eneco Energy which provides supply chain services such as inbound and outbound transportation, distribution management, and cargo handling at seaports and airports across Southeast Asia. Being the pioneer in logistics solutions, RichLand has a strong market presence in an array of industries, including technology, petrochemicals, consumer goods, manufacturing, oil and gas, and freight forwarding. All Eneco Energy’s assets are located in onshore regions on the Western Indonesian islands of Java and Sumatra.

Percentage of Group’s Ownership of Assets (as of 31 December 2021)	
West Jambi KSO block ("West Jambi block") Sumatra, Indonesia	100%
Lemang PSC block ("Lemang block") Sumatra, Indonesia	10%

The approach in which RichLand leverages its extensive experience and market understanding, coupled with the investments in App-based in-house technology, tailors its end-to-end logistics services for customers to meet the ever-changing needs. Backed by a sophisticated transport fleet of over 400 trucks and trailers, and manage more than 1.5 million square feet of warehousing capacity, RichLand's business portfolio has been steadily growing in recent years in strengthening its position as a leading Supply Chain Logistics Solutions provider.



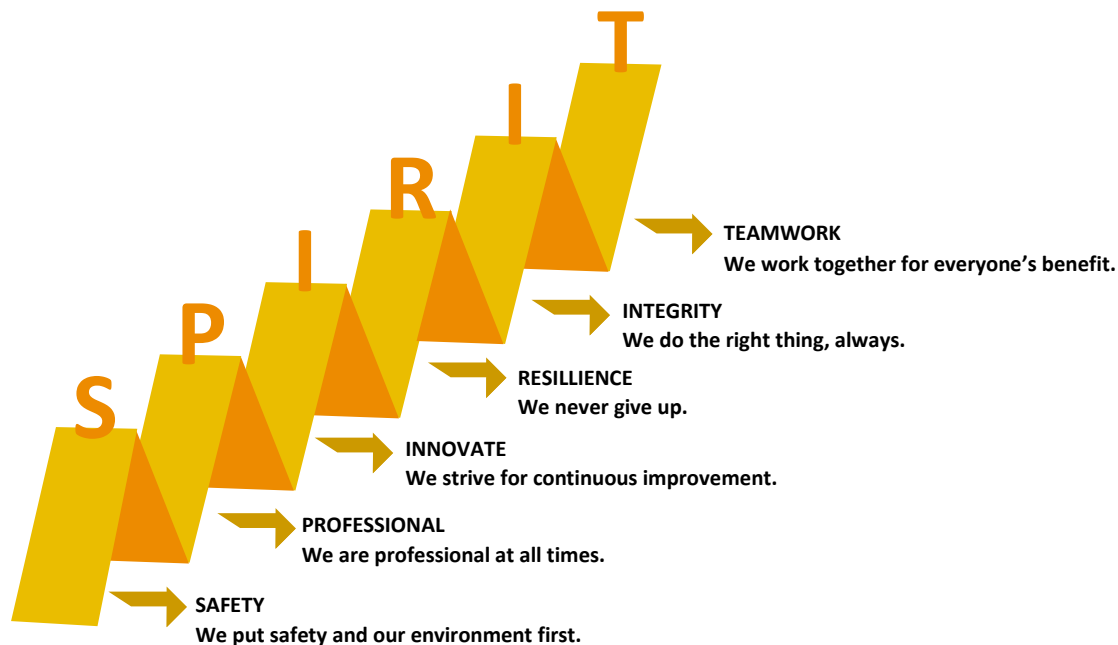
RichLand Logistics Services Pte Ltd’s certificates from TradeFIRST and STP

In FY2021, RichLand was awarded the Enhanced band under the Trade Facilitation & Integrated Risk-based System ("**TradeFIRST**") framework, recognising its partnership with Singapore Customs to facilitate and secure trade. RichLand was also recognised for its commitment to safeguard supply chain security, obtaining the Secure Trade Partnership ("**STP**") certification, which is consistent with the World Customs Organisation ("**WCO**") SAFE Framework of Standards.

The Group will remain committed to preserving a strong sustainable performance for our stakeholders and will be placing greater emphasis on the Logistics segment.

BUSINESS CORE VALUES

In line with its existing business plan, the Group upholds a "S.P.I.R.I.T." core value – Safety, Professional, Innovate, Resilience, Integrity, and Teamwork.



Eneco Energy's "S.P.I.R.I.T." Core Value

ECONOMIC PERFORMANCE

The Group, at all times aims to deliver the best quality goods and services to our customers. Our Logistics business unit in Singapore is certified with the ISO 9001:2015 Quality Management Systems certification, reinforcing customers' confidence in our quality service and solution standards.

Despite the weak global economic outlook due to the COVID-19 pandemic, the Group preserved and posted a strong set of economic performance in FY2021 while strengthening its leading position in offering logistics solutions. For detail information, please refer to Eneco Energy's FY2021 Annual Report.

REVENUE (\$\$'000)
39,491
EARNINGS BEFORE INTEREST AND TAX (\$\$'000)
9,778
PROFIT FOR THE YEAR (\$\$'000)
8,367

BOARD STATEMENT

Dear Stakeholders,

On behalf of the Board of Eneco Energy, I am delighted to share with you our sustainability report for FY2021. As the Group enters its fifth year of sustainability reporting, we continue to gear towards a green and sustainable future. Our sustainability report, meant to demonstrate our corporate citizenship, has been part of our engagement to share our commitments, progress, and performance on material environmental, social and governance (“ESG”) topics for years with our esteemed stakeholders.



We are grateful to our stakeholders for enabling us to develop, improve, and conduct our business in a balanced, responsible, and sustainable manner. This sustainability report details our economic, environmental, and social sustainability initiatives and accomplishments. Under the robust sustainability governance structure, we are confident to keep up our sustainability progress through active monitoring, evaluation, and improvement, in alignment with our sustainability goals.

Strengthening our Environmental, Social and Governance Performance

In FY2021, the onset and persistence of COVID-19 has resulted in dynamic headwinds with global markets facing growing uncertainties amidst stiff competition, giving rise to supply chain disruption and labour crunch. Our business remains resilient, gaining a revenue of S\$39.5 million, a year-on-year improvement of S\$3.1 million.

We are targeting the transition to a sustainable business model where financial growth is coupled with better ESG outcomes and value creation. We continue to prioritise maintaining high levels of corporate accountability, responsibility, and transparency around ESG issues.

The Group demonstrates its dedication to environmental management through its fleet refreshment programme to reduce energy consumption and carbon emission – trucks’ engines have been upgraded in phases to increase their fuel efficiency; car monitoring software was deployed to trace carbon footprint created by fleets. Tracking the key environmental metrics allows us to strategise and enhance the effectiveness of our business operations.

Our talents are also priceless assets that make big contributions to our company's success. We are committed to retaining our standing as an employer of

“

Only change can bring about improvement and the trust from our stakeholders will be the key to our business success.

”

**MR. GWEE CHEE KIANG,
LAWRENCE**
Chief Executive Officer

choice through providing employees with ample opportunities for internal and external trainings. By doing so, we elevate our talents to learn and thrive as a team to realise the vision of Eneco Energy.

We value inclusivity, diversity, health and safety at work. Shaping a diverse and inclusive corporate culture ensures that everyone in Eneco Energy is fairly treated with equal respect. In the wake of the COVID-19 pandemic, we have moved beyond just workplace safety to include health and well-being of our people to the forefront of human resources management. Ranging from safety committee meetings, inspections, to safety-related training, the Group portrayed its relentless efforts to bring its health and safety standards to levels far above the average.

Looking Ahead

The world in 2021 was overshadowed by the COVID-19 pandemic. We wish to express our heartfelt gratitude and appreciation to stakeholders, in particular, our people, for staying with Eneco Energy during these turbulent times.

Eneco Energy aspires to be an adaptive, resilient, and sustainable business that takes practical steps to create its economic, environmental and social values. On a brighter note, 2022 will be another new start, where we will continue to engage stakeholders to create shared values along our sustainability journey.

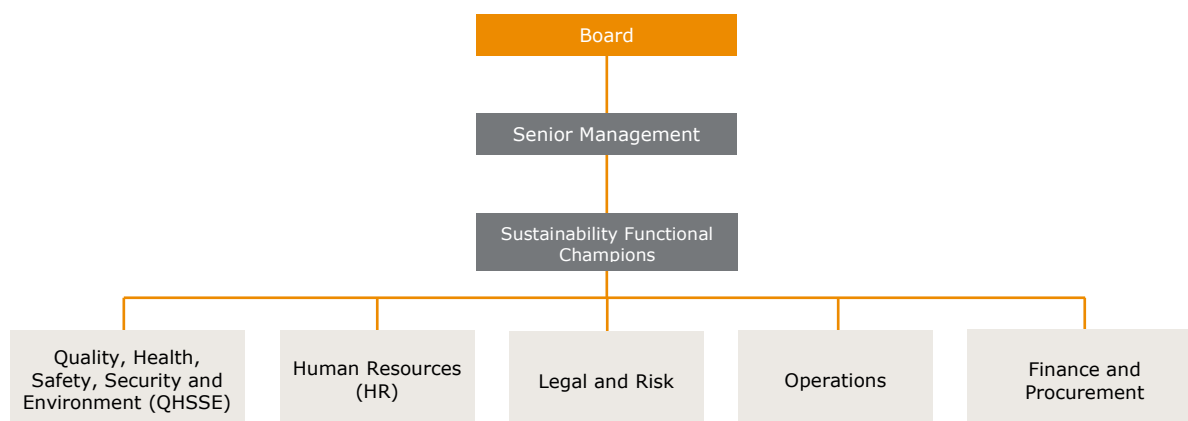
OUR SUSTAINABILITY APPROACH

Committing to Sustainability Governance

Our robust governance structure is in place, reflecting committed leadership and accountability of the Board and management team on sustainability-related strategies and management. Under the Board and management team’s oversight, our Sustainability Functional Champions engages decision makers in implementing initiatives for economic, environmental, and social matters.

The Board, together with the Risk Management Committee, is responsible for the overall internal control framework. Complementing our governance structure is a Group-wide Enterprise Risk Management (“ERM”) programme which has been implemented to identify, prioritise, assess, manage, and monitor the risks of material ESG factors regularly. The ERM programme couples with a system of internal controls over key ESG risks, which includes the Code of Conduct, documented policies and procedures, proper segregation of duties, and approval procedures and authorities. Action plans to manage the ESG risks are continually being monitored, reviewed, and refined by the management team and the Board.

For more details, please refer to the Corporate Governance Report of Eneco Energy’s FY2021 Annual Report.





Eneco Energy’s Sustainability Governance Structure

Upholding Business Ethics

Supported by the sustainability governance, the Group is committed to enhancing long-term, sustainable value for our stakeholders and wider community alike. The Board and management team set a tone from the highest level and place great emphasis on the importance of transparency, accountability, integrity and proper conduct in business operations. At all times, the Group upholds the highest standards of integrity and business ethics and to abide by all applicable laws and regulations – including laws of anti-corruption, bribery and extortion in the jurisdiction.

The Group stresses a zero-tolerance attitude to all forms of corruption. Guided by our Code of Conduct, our employees understand the clear set of expectations on their roles and collective responsibilities to identify, mitigate and prevent corruption arising in the course of doing business. We require all new joiners to declare that they will abide by the Code of Conduct by signing and returning to us the acknowledgement form. It is compulsory for all existing employees to make an online declaration yearly, to acknowledge the bribery and corruption clauses under the Code of Conduct.

The Group’s Whistle-blowing Policy, as an extension of our anti-corruption commitment, provides employees an open channel to raise concerns about any suspected or actual wrongdoing. Anyone reporting improprieties is protected from retribution provided the whistle blower acts in good faith.

CODE OF CONDUCT	
 BRIBERY AND CORRUPTION	<ul style="list-style-type: none"> All employees are expected to maintain honesty, integrity, and fairness in all aspects of business Employees should remain cognisant of the applicable anti-bribery laws in the jurisdictions in which the Group operates
 WHISTLE BLOWING	<ul style="list-style-type: none"> Employees and external parties may raise concerns in confidence about fraudulent activities For whistle blowing in good faith without malice, employees are offered the reassurance that they will be protected from reprisals or victimisation

During the year, the Board noted that no incidence in relation to corruption and whistle-blowing matters have been reported within the Group to indicate improprieties in financial or operational matters. In the coming year, the Group will continue to maintain its zero-tolerance stance towards corruption.

0 cases of anti-corruption or bribery was reported across the Group’s operations in FY2021.

Engaging Our Stakeholders

Eneco Energy believes that building a long-standing relationship with stakeholders on whom business success depends, is important. The Group maintains a constructive dialogue with its stakeholders through a range of engagement channels and based upon their feedback to develop and revamp our sustainability strategy and initiatives. The Group has identified key stakeholders who have impact and influence over its business, and regularly engaged with them through different modes of engagement.

Stakeholder Group	Mode of Engagement	Frequency
 Government and Regulators	<ul style="list-style-type: none"> • SGX Announcements • Annual Reports • Face-to-face meetings, written communication 	<ul style="list-style-type: none"> • Ad Hoc • Annually • Quarterly
 Clients	<ul style="list-style-type: none"> • One-to-one meetings • Customer Surveys 	<ul style="list-style-type: none"> • Ad Hoc
 Employees	<ul style="list-style-type: none"> • Employee Satisfaction Surveys • HR Clinic • Round Table Talk • Town Hall Meetings 	<ul style="list-style-type: none"> • Annually • Quarterly and Monthly • Ad Hoc
 Investors and Shareholders	<ul style="list-style-type: none"> • Annual General Meeting • Investors' Day 	<ul style="list-style-type: none"> • Annually • Ad Hoc

Materiality Assessment

In FY2020, Eneco Energy acquired a third-party consultant to conduct a materiality assessment exercise on behalf for the identification of significant economic, environmental and social topics that are material to its businesses and stakeholders.

THREE KEY ACTIVITIES OF MATERIALITY ASSESSMENT PROCESS	
1 Conduct Materiality Assessment Workshop	<ul style="list-style-type: none"> • Conducted a materiality assessment workshop with the following activities: <ul style="list-style-type: none"> • Reassessed the relevancy of the existing ESG topics • Identified material ESG topics for disclosure • Prioritised material ESG topics
2 Conduct Internal Discussion	<ul style="list-style-type: none"> • Conducted internal discussion among the respective Heads of Departments and Working Committees to propose material ESG topics for the FY2020 Sustainability Report to Management
3 Endorse Material ESG Topics by Management	<ul style="list-style-type: none"> • Finalised and endorsed the material ESG topics to be published in the FY2020 Sustainability Report by Management

Upon reviewing, and with management team’s endorsement, all material ESG topics as identified in FY2020, remained relevant this year. No additional material topics were added in FY2021.

MATERIAL TOPICS	DISCLOSURE	ASPECT BOUNDARY ¹	CHAPTER
ECONOMIC			
Economic Performance	201-1: Direct economic value generated and distributed	Within Organisation	Economic Performance FY2021 Annual Report
Anti-corruption	205-2: Communication and training about anti-corruption policies and procedures	Within Organisation	Upholding Business Ethics
ENVIRONMENTAL			
Emissions	305-1: Direct (Scope 1) GHG emissions	Within Organisation	Championing Environmental Stewardship
SOCIAL			
Occupational Health and Safety	403-1: Occupational health and safety management system	Within Organisation	Centre On Our People
	403-2: Hazard identification, risk assessment, and incident investigation		
	403-3: Occupational health services		
	403-4: Worker participation, consultation, and communication on occupational health and safety		
	403-5: Worker training on occupational health and safety		
	403-6: Promotion of worker health		
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
Training and Education	403-9: Work-Related Injuries	Within Organisation	Growing Our Talents
	403-10: Work-related ill health		
	404-1: Average hours of training per year per employee		

The Group recognises these material topics have significant economic, environmental, and social impacts on the long-term prospects of our business and operations. Since commencement, we have tracked our progress in addressing these material topics and related performance for report compilation and performance disclosure in SR. For detail performance in FY2021, please refer to the respective chapter of this SR.

¹ According to GRI Standards, aspect boundary is a description of where the impacts occur for a material topic and the organisation’s involvement with those impacts. Organisations might be involved with impacts either through their own activities or as a result of their business relationships with other entities.

CHAMPIONING ENVIRONMENTAL STEWARDSHIP

Eneco Energy acknowledges that its consumption of diesel and natural gas for the provision of freight transportation services and the exploration and production for oil and gas has direct impact on the climate – which has gained traction over time.

To this end, Eneco Energy zones in on its responsibility of humanity to protect the planet for future generations. The Group exercises strong environmental stewardship and acts in the interest of maintaining its highest standards and quality of products and services. Over the years, RichLand have maintained ISO14001:2015 Environmental Management System – a world-wide international standard for the purpose of implementing effective environmental management. With the implementation of environmental management and initiatives, responsible and sustainable practices are mainstream across our operations which aims to reduce greenhouse gas (“GHG”) emission, energy and resource consumption.

Euro 2 trucks comprises only **7.5%** of the total fleet, while trucks of Euro 4 or higher category forming around **92.5%** of the fleet in Singapore.

Our focus remains on the enhancement of fuel efficiency in heavy-duty vehicles. Leveraging on the fleet refresh programme, the Group upgraded its Euro 2, 4 and 5 trucks to Euro 6 trucks which abide by stringent Euro emission standards. As a result of the programme, Euro 2 trucks accounted for only 7.5% of the fleet while the trucks with Euro 4 or above

standards accounted for 92.5% in Singapore. We have also started to use bio-diesel for our fleet.




Eneco Energy also employed a car tracking software to generate engine idling reports that aid in the measurement and tracking of its fleets’ energy consumption patterns. Complementing our fleet management is the maintenance programme which seeks to optimise vehicles’ performance and efficiency. Drivers are also encouraged to switch off the engines when vehicle is stationary. A periodic eco-driving training was also conducted to raise drivers’ environmental awareness.

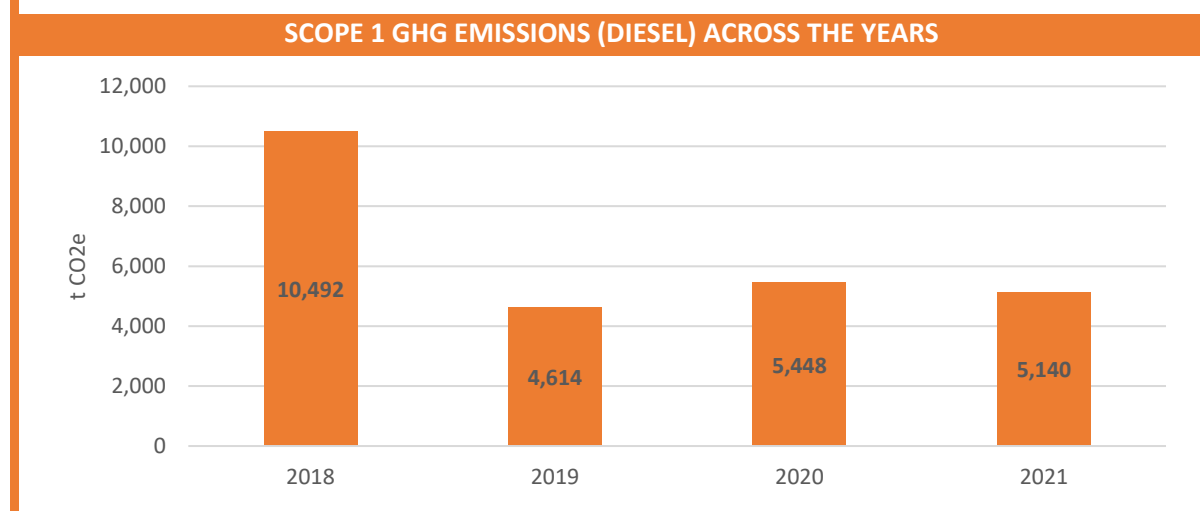
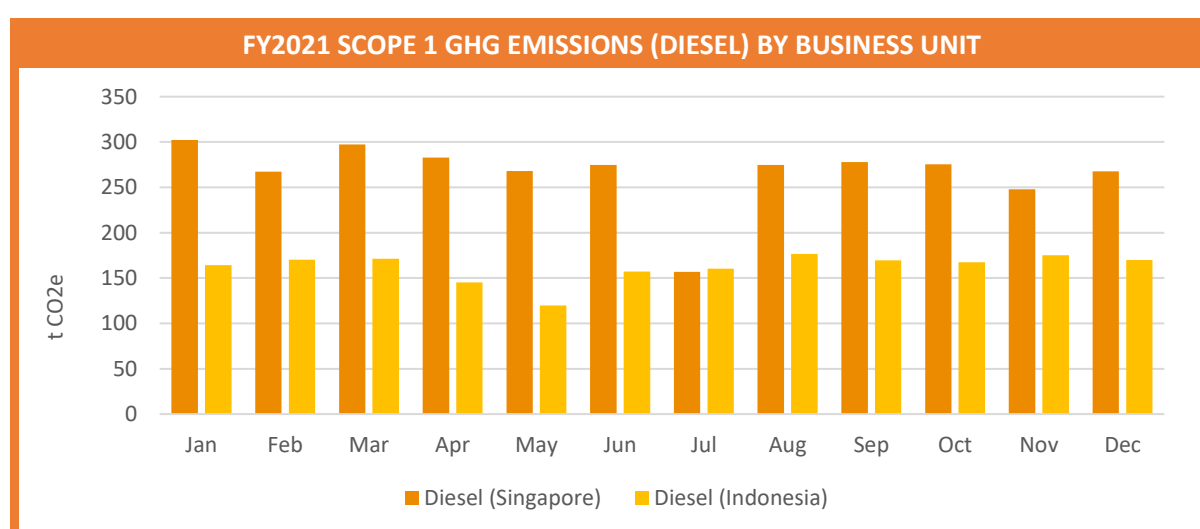
Aside from fleet management and maintenance initiatives, Eneco Energy tapped on energy efficiency initiatives and awareness-raising education, in both offices and warehouses. Our warehouse at Tuas is outfitted with energy-efficient light bulbs. Environmental bulletin and signages are placed around the warehouse and corporate office to cultivate the awareness of conserving energy and reducing carbon footprint. To ensure our environmental initiatives and practices remain effective and consistent with its plan, the Group performs regular assessments on the fuel consumption and carbon emissions.

Since FY2020, the Group’s Logistics business unit in Singapore has obtained the two-leaf label certificate from the Green Freight Asia (“GFA”) – a non-profit organisation that recognises commitment within the industry to adopt sustainable freight practices and initiatives for the enhancement of fuel efficiency and emission reduction.



Managing Our Emissions

SUMMARY AND TARGETS FOR EMISSIONS		
 TARGET FOR FY2021	 ACHIEVED TARGET IN FY2021	 TARGET FOR FY2022 AND BEYOND
To reduce emissions arising from diesel consumption.	The Group's scope 1 emissions with regards to the consumption of diesel ² totalled 5,140 tonnes CO ₂ e (tCO ₂ e), which represented a slight decrease of 6% compared to FY2020.	To reduce emissions arising from diesel consumption and continue to monitor and manage emissions arising from diesel consumption.



² Eneco Energy's Scope 1 Emissions relating to Diesel are calculated with reference to the United States Environmental Protection Agency's Emission Factors for Greenhouse Gas Inventories (2018). Diesel (in litres) was converted to UK gallons, multiplied by 10.21 kg CO₂e/UK gallon, and converted to tonnes to arrive at CO₂ emissions in metric tonnes.

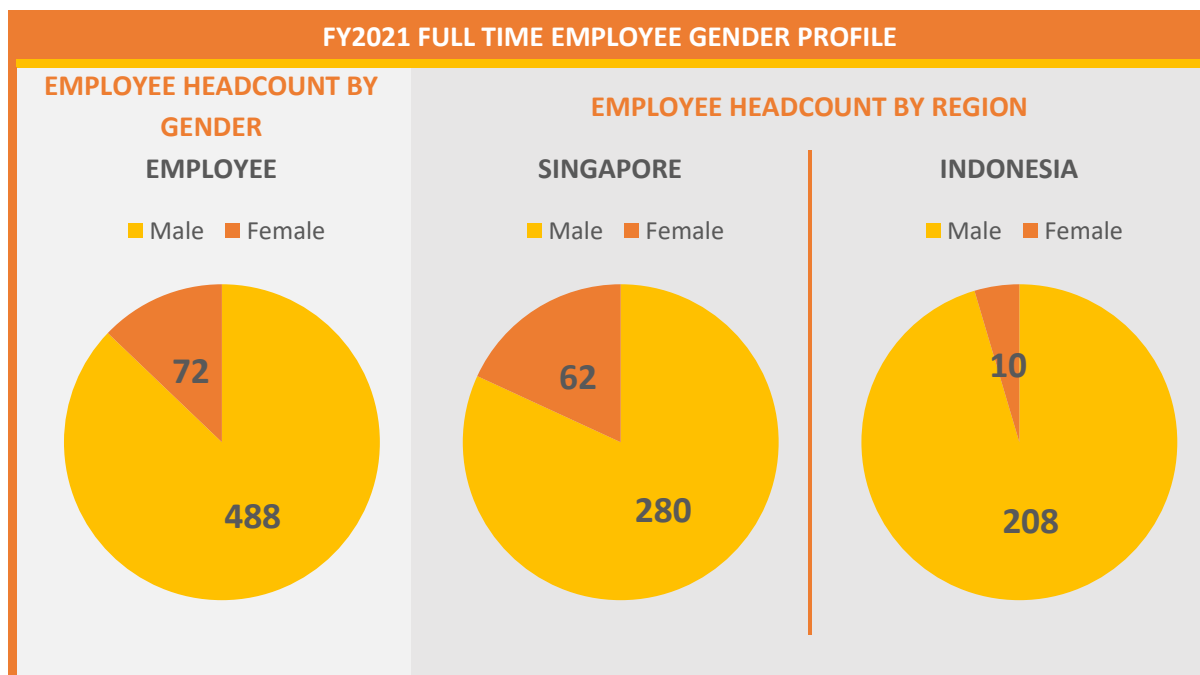
CENTRE ON OUR PEOPLE

Stated in its policy, Eneco Energy is committed to manage human resource-related matters in a three-pronged approach – Our Assets, Our Systems and Processes, and Our Environment – health, safety and environment.

MANAGEMENT APPROACH FOR MANAGING OUR PEOPLE		
OUR ASSETS	OUR SYSTEMS AND PROCESSES	OUR ENVIRONMENT – HEALTH, SAFETY AND ENVIRONMENT
We will provide the right equipment and ensure our employees work in a safe environment.	We will ensure that we comply with all legal and regulatory requirements. We will strive to eliminate hazards and OHS risks and to deliver continual improvement of our quality management systems.	We shall provide a safe and healthy work environment for prevention of work-related injury and ill health. We will strive to deliver continual improvement in our fleet upgrading, resource consumption and fuel efficiency.

Eneco Energy is committed to building a people-centric, diverse and inclusive workforce, with equal opportunities for all employees, regardless of socioeconomic status, race, gender, nationality, ethnicity and political affiliation. We have zero tolerance for any kinds of discrimination in workplace.

In 2021, the Group has over **550** full time employees.



Sustaining Occupational Health and Safety

Eneco Energy considers workplace health and safety to be essential factors in corporate success. The Group aims to create a workforce that contributes value to the organisation and its customers by providing a safe and conducive workplace for all employees and workers. The Group continues to improve its occupational health and safety (“OHS”) management, and by ensuring employees and workers are trained and well-equipped to eliminate work-related risks and hazards.

The Group has management policies and systems in place to emphasise collective responsibility of all employees in the Group to ensure workplace health and safety. Our Quality, Health, Safety, Security, and Environment (“QHSSE”) General Rules and Guidelines are designed for all employees and contractors to abide by and educate them on the general work safety protocol as well as the procedures to take in the event of a hazard. The Logistics business unit in Singapore maintains its international certification of ISO45001:2018 Occupational Health and Safety Management Systems; the Group has also obtained its BizSafe Star (equivalent to Level 5) status, crediting us for our proactive improvement in OHS management and performance. The Group is committed to comply with all applicable laws and regulation of the countries where it operates at.

Good governance to ensure oversight of workplace health and safety is vital. The QHSSE team is responsible for the risk assessments at pre-project stage and on-site inspections to identify any potential OHS hazards at high-risk spots. Meetings with all operational business units are conducted on a monthly basis to discuss subsequent actions on OHS risks which have been identified during inspections. An internal audit is undertaken annually across all business units on subject matters relevant to OHS performance, followed by Management’s review and advice on all aspects of QHSSE that are related to the Company Policy and Objectives. Based on the results of FY2021’s risk assessments, the major type of work-related injuries relate to vehicles on road, loading/unloading goods from vehicles, and hazards caused or contributed by distractions while driving.

At working level, we expect all personnel to understand our group-wide work safety protocol. The Group has a standard operating procedures for employees to follow. For instance, we run a daily pre-ops checklist for personnel who operate vehicles (trucks, forklifts, and MHEs); in the case of any QHSSE-related incidents, employees can contact the teams through the feedback hotline and suggestion box.




Along with the standard operating procedures, we conduct briefings on safe work procedures, routine QHSSE induction training, as well as supplemental specialised training relating to OHS management, accident handling and emergency procedures. We also distribute monthly QHSSE Bulletin and safety newsletter, complemented with accident case studies, to raise internal awareness of safety concerns on various themes. Employees are also enrolled under a health insurance scheme to obtain access to healthcare services.

In the event of an accident, the QHSSE and Operations teams will jointly undertake an accident investigation, and depending on the investigation results, formulate a Corrective and Preventive Action Plan. The learnings will thereafter be shared during the monthly safety committee meetings and ToolBox briefings.

Managing Our People’s Health and Safety

SUMMARY AND TARGETS FOR OCCUPATIONAL HEALTH AND SAFETY		
		
TARGET FOR FY2021	ACHIEVED TARGET IN FY2021	TARGET FOR FY2022 AND BEYOND
<p>To maintain the highest standards of health and safety standards.</p> <p>Transition from ISO 9001:2008 to ISO 9001:2015 for the Indonesian arm of our logistics business.</p>	<p>We have incorporated measures to improve our occupational health and safety processes.</p> <p>The Indonesian arm of our logistics business has achieved ISO 9001:2015 certification.</p>	<p>To continue to maintain occupational health and safety metrics at the minimum bay and move towards zero high-consequence work-related injuries.</p>

In FY2021, there were no work-related fatalities and high-consequence work-related injuries of employees, resulting in a relatively low rate of 6.68 recordable work-related injuries per 1,000,000 hours worked. No fatalities, high-consequence work-related injuries, nor recordable work-related injuries were observed for workers whose work and/or workplace are controlled by the Group. Going forward, the Group will continue to focus on conducting risk assessments and monitoring the work environment and processes to reduce the likelihood and exposures of work-related hazards and accidents.

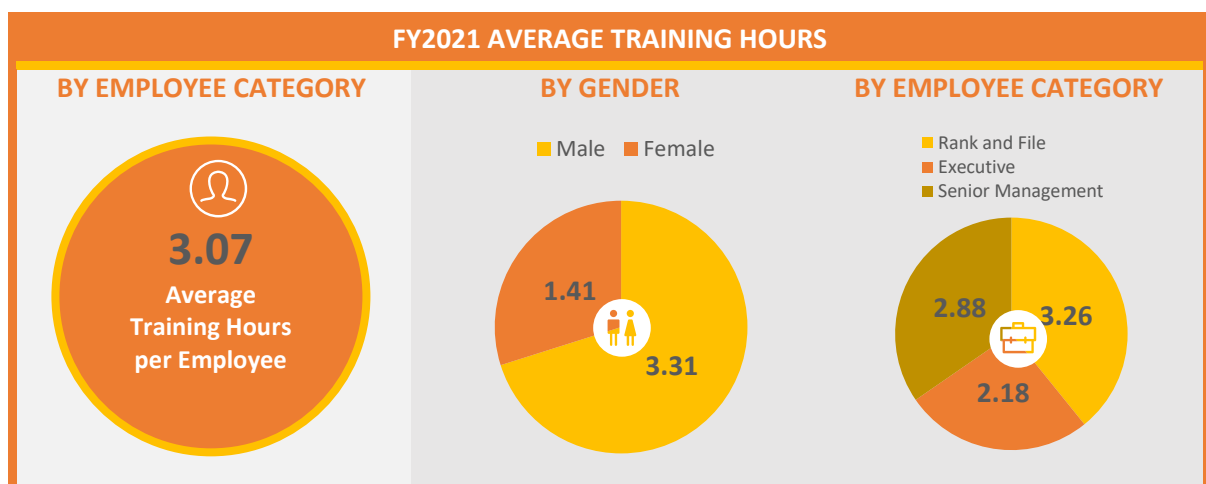
FY2021 OCCUPATIONAL HEALTH & SAFETY PERFORMANCE FOR ALL EMPLOYEES		
		
<p>0</p> <p>Fatalities as a result of work-related injury</p>	<p>0</p> <p>High-consequence work-related injuries (excluding fatalities)</p>	<p>16</p> <p>Recordable work-related injuries</p>
<p>0</p> <p>Rate of fatalities as a result of work-related injury per 1,000,000 hours worked</p>	<p>0</p> <p>Rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 hours worked</p>	<p>6.88</p> <p>Rate of recordable work-related injuries per 1,000,000 hours worked</p>

Growing Our Talents

At Eneco Energy, we recognise the importance of people training and development in order for our talents to stay abreast of the industry trend. The Group is dedicated to providing its talent with ample learning opportunities and training programmes to help them upgrade their professional skills, industry knowledge, and capacities, as well as to assist their personal growth. Our Human Resources department is responsible for our talent’s training and development. Based on management and employees’ past experiences during performance reviews and interactions with clients or training organisations, the Group develops and constantly refines a detailed training competency matrix for our talents. We tailor competency-based training and education programmes for talent skillsets enhancement, that enable them to deliver quality products and services to our stakeholders.

The Group encourages self-directed learning and development of employees. Besides providing talents positioned in major roles with specialised training organised by competent training companies, we design courses that interest all employees to enrol upon approval. Employees may also leverage on the external training sessions to network with peers and professionals from other organisations. To assess training effectiveness, employees are obliged to provide an evaluation of each training course via a feedback system, as well as arrange a review session with corresponding superiors at the conclusion of the training. Incorporating their feedback is critical in refining our training approach.

SUMMARY AND TARGETS FOR TRAINING AND DEVELOPMENT		
TARGET FOR FY2021	ACHIEVED TARGET IN FY2021	TARGET FOR FY2022 AND BEYOND
To improve on the average training hours per employee by providing a range of training courses to boost their technical knowledge and soft skill set.	Achieved an average of 3.07 training hours per employee.	To achieve an average of 20 training hours per employee.



Appreciating Our People

The pandemic has tested the grit and resilience in all of us, and at the forefront are our valued employees. All of our employees have made personal sacrifices, walked the extra mile and braced themselves to stay at work as Eneco Energy navigates the many obstacles and disruptions. To express our gratitude for our people’s hard work and efforts, we offered Long Service Awards to a total of 19 employees in 2021, who have dedicated themselves to our organisation for an extended period of time.

Our Group CEO, Lawrence Gwee and RichLand Logistics Singapore MD, Neo Beng Lin visited various sites to present all employees with a care pack as a token of their appreciation and gratitude. The Group was able to improve relationships with employees and boost general morale in the workplace thanks to these enjoyable and engaging moments. We hope the care packs will go some way to brighten up their day!



Long Service Recognition sessions and care pack distribution at different RichLand Logistics sites and Eneco Energy.

GRI CONTENT INDEX

GRI STANDARDS 2016	DISCLOSURE	PAGE REFERENCE/REMARK	CROSS-REFERENCE
GRI 102: GENERAL DISCLOSURES 2016			
ORGANISATIONAL PROFILE			
GRI 102: General Disclosures 2016	102-1 Name of the organisation	Page 3	
	102-2 Activities, brands, products and services	Page 4	
	102-3 Location of headquarters	Page 4	
	102-4 Location of operations	Page 3 – 4	
	102-5 Ownership and legal form	Page 4	
	102-6 Markets served	Page 4	
	102-7 Scale of the organisation	Page 4	Refer to FY2021 Annual Report.
	102-8 Information on employees and other workers	Page 14	
	102-9 Supply chain	Page 4	
	102-10 Significant changes to organisation and its supply chain	No significant changes to the Group and its supply chain were observed.	
	102-11 Precautionary principle or approach	Page 6, 7	
	102-12 External Initiatives	Page 5, 15	
	102-13 Membership of associations	The Group is a member of the Singapore Logistics Association.	
STRATEGY			
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	Page 6, 7	
	102-15 Key impacts, risks, and opportunities	Page 12	
ETHICS AND INTEGRITY			
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behaviour	Page 5, 6, 7	
	102-17 Mechanisms for advice and concerns about ethics	Page 9	
GOVERNANCE			
GRI 102: General Disclosures 2016	102-18 Governance structure	Page 8	
	102-19 Delegating authority	Page 8	
	102-20 Executive-level responsibility for economic, environmental, and social topics	Page 8	

102-21 Consulting stakeholders on economic, environmental, and social topics	Page 10 – 11	
102-22 Composition of the highest governance body and its committees	Each Board Committee is chaired by a Non-Executive and Independent Director.	Refer to FY2021 Annual Report.
102-23 Chair of the highest governance body	The Group has appointed an independent Chairman and CEO who is the most senior executive in the Group.	Refer to FY2021 Annual Report.
102-24 Nominating and selecting the highest governance body	The composition of the Board is reviewed annually by the Nominating Committee.	Refer to FY2021 Annual Report.
102-25 Conflicts of interest	No conflicts of interest (including any competing business) were observed at Board level.	Refer to FY2021 Annual Report.
102-26 Role of highest governance body in setting purpose, values, and strategy	Page 8	
102-27 Collective knowledge of highest governance body	Board training on ESG matters will be provided in future.	
102-28 Evaluating the highest governance body's performance	The Board has adopted a formal evaluation processes to assess the overall effectiveness of the Board as a whole, its Board Committees and individual Board member performance.	Refer to FY2021 Annual Report.
102-29 Identifying and managing economic, environmental, and social impacts	Page 10 – 11	
102-30 Effectiveness of risk management processes	Page 8	Refer to FY2021 Annual Report.
102-31 Review of economic, environmental, and social topics	Page 8	Refer to FY2021 Annual Report.
102-32 Highest governance body's role in sustainability reporting	Page 3	
102-33 Communicating critical concerns	Page 9	Refer to FY2021 Annual Report.
102-34 Nature and total number of critical concerns	Page 9	Refer to FY2021 Annual Report.
102-35 Remuneration policies	The Group's remuneration policy is to provide remuneration packages at market rates.	Refer to FY2021 Annual Report.

	102-36 Process for determining remuneration	The Remuneration Committee held two meetings during the financial year to review all aspects of remuneration.	Refer to FY2021 Annual Report.
	102-37 Stakeholders' involvement in remuneration	-	Refer to FY2021 Annual Report.
	102-38 Annual total compensation ratio	The Group disclosed the compensation of key management personnel.	Refer to FY2021 Annual Report.
	102-39 Percentage increase in annual total compensation ratio	The Group disclosed the compensation of key management personnel.	Refer to FY2021 Annual Report.
STAKEHOLDER ENGAGEMENT			
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	Page 10	
	102-41 Collective bargaining agreements	Not applicable.	
	102-42 Identifying and selecting stakeholders	Page 10	
	102-43 Approach to stakeholder engagement	Page 10	
	102-44 Key topics and concerns raised	Page 10, 11	
REPORTING PRACTICE			
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	-	Refer to FY2021 Annual Report.
	102-46 Defining report content and topic Boundaries	Page 3, 10 – 11	
	102-47 List of material topics	Page 11	
	102-48 Restatements of information	No restatements of information given in previous reports.	
	102-49 Changes in reporting	No significant changes from previous reporting periods in the list of material topics and topic Boundaries.	
	102-50 Reporting period	Page 3	
	102-51 Date of most recent report	SR FY2020 was published on 12 May 2021.	
	102-52 Reporting cycle	Page 3	
	102-53 Contact point for questions regarding the report	Page 3	
	102-54 Claims of reporting in accordance with the GRI Standards	Page 3	
	102-55 GRI Content Index	Page 19 – 23	
	102-56 External assurance	Page 3, this SR is not externally assured.	
CATEGORY: ECONOMIC			

ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 5	Refer to FY2021 Annual Report.
	103-2 The management approach and its components	Page 5	Refer to FY2021 Annual Report.
	103-3 Evaluation of the management approach	Page 5	Refer to FY2021 Annual Report.
ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 9	
	103-2 The management approach and its components	Page 9	
	103-3 Evaluation of the management approach	Page 9	
GRI 205: Anti- Corruption 2016	GRI 205-2 Communication and training about anti-corruption policies and procedures	Page 9	
CATEGORY: ENVIRONMENT			
EMISSIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 12	
	103-2 The management approach and its components	Page 12 – 13	
	103-3 Evaluation of the management approach	Page 13	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 13	
CATEGORY: SOCIAL			
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its boundary	Page 15	
	103-2 The management approach and its components	Page 15	
	103-3 Evaluation of the management approach	Page 16	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 15	
	403-2 Hazard identification, risk assessment, and incident investigation	Page 15	
	403-3 Occupational health services	Page 15	
	403-4 Worker participation, consultation, and	Page 15	

	communication on occupational health and safety		
	403-5 Worker training on occupational health and safety	Page 15	
	403-6 Promotion of worker health	Page 15	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 15	
	403-9 Work-related injuries	Page 15 – 16	
	403-10 Work-related ill health	Page 15 – 16	
TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Page 17	
	103-2 The management approach and its components	Page 17	
	103-3 Evaluation of the management approach	Page 17	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 17	

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