



**UNI-ASIA
GROUP LIMITED**

Registration No. 201701284Z
Incorporated in the Republic of Singapore



**Sustainability
Report**

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Chairman and CEO's Message

Dear Stakeholders,

On behalf of the Board and management of Uni-Asia Group Limited (“Uni-Asia” or the “Group”), I present our inaugural Sustainability Report (the “Report”), which compiles our sustainability performance and approach towards bringing a positive change within our Group and the wider community.

The Uni-Asia Board and management is committed to sustainability and fully supports the adoption of the new SGX sustainability reporting guidelines. The Board oversees the Group’s sustainability performance, practices and initiatives and its compliance with SGX guidelines on corporate governance and sustainability reporting. It has determined Uni-Asia’s material Environmental, Social and Governance topics, and exercises oversight in the management and monitoring of these topics. The Board considers sustainability issues as part of its strategy formulation. As a listed company, Uni-Asia is committed to the Code of Corporate Governance of Singapore. The Code provides the framework for controls, checks and accountabilities and requires the Board of Directors to consider sustainability issues in business decisions. It is our sincere attempt to present Uni-Asia’s sustainability performance and management approach in a neutral and balanced manner. The contents have been defined on the basis of an internal materiality assessment.

At Uni-Asia, we try to incorporate sustainable practices in all aspects of our operations. Our business can be categorised into two main business segments – Shipping and Properties & Hotels operations. We aim to promote sustainable business practices amongst our employees, clients, partners and suppliers.

As a company specialising in creating alternative investments opportunities and providing integrated services relating to shipping and property investments, we recognise that we must conduct our operations in a manner that considers the environmental and social impact to ensure the success and longevity of our business. We are committed to being transparent about our business, and this report is a reflection of that commitment.

We will continue to improve in all aspects under sustainability through measures such as energy reduction schemes, adopting innovative technology and conducting regular employee engagements.

We hope this Report will provide valuable insights to our stakeholders on Uni-Asia’s sustainability efforts. We appreciate your interest and welcome your feedback on this report.

Michio Tanamoto
Chairman and CEO

About Uni-Asia

Uni-Asia specialises in creating alternative investment opportunities and providing integrated services relating to such investments. The Group's alternative investment targets are mainly cargo ships and properties. A common trait of these investments is that they require specialised skillset to manage the cash flows in order for value to be created and extracted. The Group also has extensive know-how and network relating to such alternative investments and provides services relating these investments. By having a diversified portfolio of alternative investments, and capabilities to provide services pertaining to different alternative investment assets, the Group is less susceptible to the downside risk of a particular asset class and more resilient in the long run.

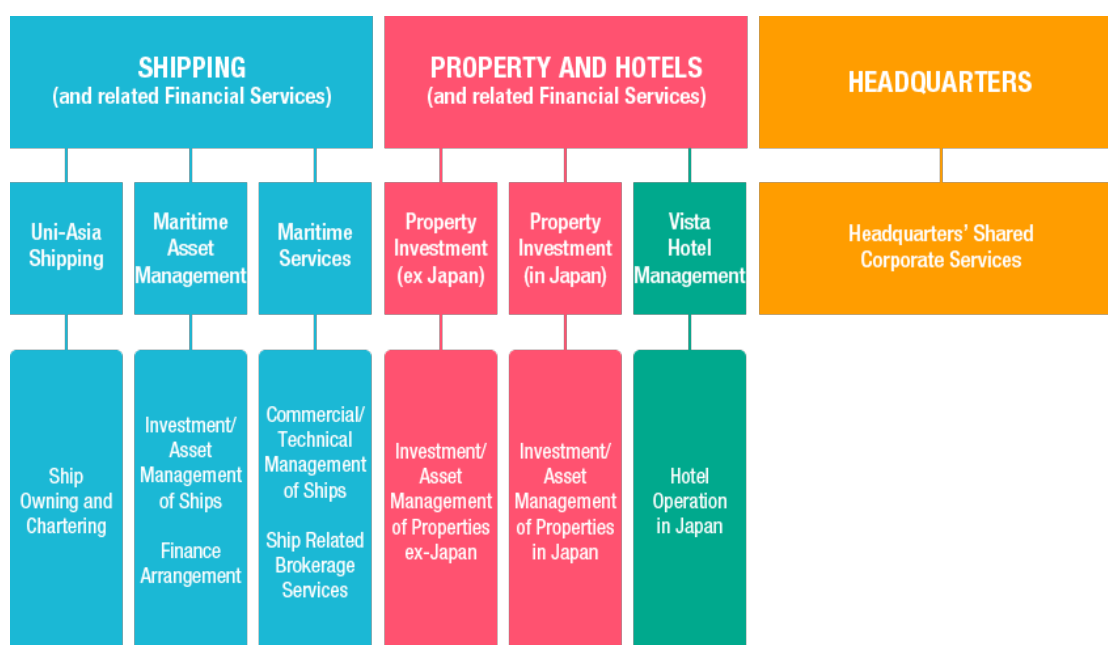
Our services

Uni-Asia aims to become a trusted leader in producing and providing alternative investment opportunities to all our clients. We produce and offer alternative investment opportunities for assets such as vessels and properties to our clients. We also provide integrated services relating to alternative asset investments including, but not limited to:

- (i) asset/ investment management;
- (ii) finance arrangement;
- (iii) sale and purchase brokerage of ships and properties;
- (iv) ship chartering as a ship owner;
- (v) ship chartering brokerage;
- (vi) ship technical management;
- (vii) project management;
- (viii) property development/construction management;
- (ix) property management and leasing arrangements; and
- (x) hotel operation.

Uni-Asia constantly strives to improve the quality of services provided to clients, develop innovative products to expand client base, and strengthen its portfolio to generate recurrent returns. Uni-Asia's business segments are as follow:

Figure 1 Business Segments



Shipping

The business strategy employed by the Group towards shipping is to offer a one-stop integrated ship-related service solutions for clients. Ship investors can approach us for ship investments and investment related services including asset management services; ship operators can look to us for ship chartering and management; and ship owners can contact us for ship finance arrangement solutions, ship management and brokerage services. The strategy of offering a wide array of maritime related services is adopted to ensure the Group is resilient regardless of the market conditions and to ensure growth in the long term.

The Group's shipping business is organised into the following three sub-categories:

Uni-Asia Shipping:

Uni-Asia Shipping is earmarked as the Group's ship-owning subsidiary focusing on a portfolio of small and medium size dry bulk carriers to provide a stable recurrent charter income base to the Group. Further, Uni-Asia Shipping is able to provide ship commercial management.

Maritime Asset Management:

Maritime Asset Management ("MAM") has the expertise to (i) plan and develop investment structures, either as standalone special purpose vehicles or shipping funds, and (ii) manage such structures as asset manager.

Maritime Services:

Maritime Services specialises in ship management through the Group's subsidiaries, Uni Ships and Management Limited in Hong Kong as well as Wealth Ocean Ship Management Shanghai Co., Ltd, a ship management company based in Shanghai.

For the complete ship portfolio of the Group namely Bulk Carrier, Containership and Tanker, please refer our website¹.

Property & Hotels

Property Investment, Hong Kong

The Group's property investment (excluding Japan) business is managed by Property Investment Department ("PID") based in Hong Kong. To date, PID has invested in Hong Kong office development projects and office investment in Guangzhou, China. The Head of PID also oversees the Japan investments, and PID acts as a bridge in connecting investors (both offshore and onshore Japan) to the Group's property business in Japan. The following are investments made by PID.

Hong Kong Property Investments

- 1st Hong Kong Property Project (35HTR Project): The Group's first investment into Hong Kong property redevelopment project was a project at 35 Hung To Road in Kwun Tong, Kowloon East, Hong Kong invested in 2010 which was successfully completed in 2013.
- 2nd Hong Kong Property Project (CSW650 Project): The Group's second Hong Kong property redevelopment project is located at No. 650 Cheung Sha Wan Road in Hong Kong.
- 3rd Hong Kong Property Project (K83 Project): The Group's third Hong Kong property project is located at Kwai Chung Town Lot No. 517 at Tai Lin Pai Road, Kwai Chung, New Territories, Hong Kong. The Hong Kong Government has since assigned the number 83 to the site and the address of the site is No. 83, Tai Lin Pai Road, Kwai Hing.
- 4th Hong Kong Property Project: The Group's fourth Hong Kong property project is located at 18-20 Tai Chung Road, Tsuen Wan, Hong Kong.

¹ <http://www.uni-asia.com/shipping.html>

China Office Investment

- **China Shine Plaza Office Units Investment:** In Guangzhou, China, the Group invested in 14 office units in China Shine Plaza with a total gross floor area of 1,320 sqm in 2007, 10 units out of which were disposed up to date.

Property Investment, Japan

Uni-Asia Capital (Japan) Ltd. ("UACJ"), a subsidiary of the Group, is the licensed asset management company of the Group, while the investment holding subsidiary is Uni-Asia Investment Ltd. UACJ has built up its capabilities in Japan property investment management over the years and has the expertise in following areas:

- **Investment Advisory and Management:** Before helping clients embark on any investments, UACJ will first understand clients' risk profile and investment requirements. Thereafter, UACJ would source for suitable property investments that meet clients' requirements and conduct comprehensive due diligence on the potential investment. UACJ is able to provide the necessary investment advisory, including relevant market intelligence, to help clients make sound investment decisions.
- **Asset Management:** UACJ is able to provide asset management services to a wide array of property investment products especially residence and hotel investments.
- **Construction Management:** UACJ is able to provide a full spectrum of services for properties during the development phase, from the selection of architects and general contractors, advising of architectural design, overseeing of the construction process, to leasing of properties upon completion of construction.
- **Brokerage Service:** With a strong network of property contacts built up over the years, UACJ is able to tap on this network to provide property brokerage services to clients, including sale and purchase brokerage services.

Vista Hotel Management, Japan

Vista Hotel Management ("VHM") is the Group's hotel operating arm specialising in operating business hotels in Japan. VHM primarily operates hotels under Hotel Vista brand name as well as the premier Hotel Vista Premio brand, but may also operate a brand name as dictated by the owner. The rooms in our hotels are stylish and adopt a unique yet functional layout design including the separation of bathroom and washroom. Such designs are especially popular with our Japanese guests. Accordingly, VHM hotels received good reviews from clients on online travel websites and have many repeat guests.

VHM is able to provide the following services:

- Hotel operations under the "Hotel Vista / Hotel Vista Premio" brand name or a brand name as dictated by the owner of the hotel
- Hotel pre-opening services, including assistance in planning of hotel layout and logistic advisory
- Hotel development advisory
- Hotel renovation and improvement management

Mission Statement

Uni-Asia aims to be a truly trusted partner for our clients as a producer of alternative investment opportunities and an integrated service provider relating to alternative investments so as to deliver value to the Group's shareholders, clients and employees. To achieve this vision, we strive to improve the quality of our services to our clients, develop innovative new products to expand our clients' base for further growth, and strengthen our investment portfolio so as to generate recurrent returns.

Geographic presence

The Group has established a strong network across Asia. Hong Kong serves as the business headquarters for the Group. Uni-Asia's office locations are listed below:



HONG KONG

Uni-Asia Holdings Limited

30/F., Prosperity Millennia Plaza,
No. 663 King's Road,
North Point
Hong Kong
Tel: (852) 2528 5016
Fax: (852) 2528 5020



TAIWAN

Uni Ships and Management (Taiwan) Limited

11F, No. 456, Section 4,
Xinyi Dist, Taipei 11052,
Taiwan
Tel: (886) 2 7746 8191



KOREA

Uni Ships and Management Korea Ltd.

15F, Tower 8, 7 Jongro 5-Gil,
Jongro-Gu, Seoul 03157, Korea
Tel: (82) (2) 6226 7272
Fax: (82) (50) 4469 3690



SHANGHAI

Wealth Ocean Ship Management (Shanghai) Co., Ltd

Room 2106,
Yongda International Tower,
2277 Longyang Road,
Pudong District, Shanghai, 201204, China
Tel: (8621) 5888 8007
Fax: (8621) 5888 8053



SINGAPORE

UNI-ASIA GROUP LIMITED

8 Shenton Way
#37-04 AXA Tower
Singapore 068811
Tel: (65) 6438 1800
Fax: (65) 6438 1500



JAPAN

Uni-Asia Capital (Japan) Ltd.

MD Kanda Building 7F,
9-1 Kanda Mitoshirocho, Chiyoda-ku,
Tokyo, Japan, 101-0053
Tel: (81) 3 3518 9200
Fax: (81) 3 3518 9201



JAPAN

Vista Hotel Management Co., Ltd.

MD Kanda Building 7F,
9-1 Kanda Mitoshirocho, Chiyoda-ku,
Tokyo, Japan, 101-0053
Tel: (81) 3 3518 9220
Fax: (81) 3 3518 9221



GUANGZHOU

Uni-Asia Guangzhou Property Management Co., Ltd.

Room 2401, Guangzhou Foreign Economic &
Trade Building,
351 Tianhe Road,
Guangzhou, 510620, China
Tel: (8620) 3880 2213

About our report

This report presents the annual sustainability performance of the Group for the period 1 January 2017 to 31 December 2017. This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards. This report covers material Environmental, Social and Governance (ESG) issues that are significant to Uni-Asia's main operating entities in Hong Kong, Japan and Singapore.

Data presented in this report has been either sourced centrally from our enterprise resource planning system or directly from the operations included within the report boundary. The data measurement techniques and underlying assumptions or calculations have been duly provided in the relevant sections of the report. Going forward, we will use this assessment to set sustainability targets for ourselves and will aim to continuously monitor and improve our performance in the coming years.

The GRI Standards Content Index is included at the end of the report. The data and statements presented in this report have not been externally assured.

For any further query/ clarification/ suggestion related to this report or Uni-Asia's sustainability initiatives, please reach out to us at Uni-Asia@uni-asia.com.sg.

Our approach towards Sustainability & Corporate Responsibility

Our approach towards embedding sustainability aspects in organization's operations is based on two key principles: transparency and accountability. Doing what's right is sacred to us and therefore at Uni-Asia, integrity drives these two key principles. Integrity is fundamental to the Group. By acting with integrity, we reflect positively on the values and reputation of the Group in the locations we operate.

Everyone in Uni-Asia must follow the law, act with integrity and honesty in all matters, and be accountable for our actions. We organise our operations and conduct business in a sustainable & ethical manner and aim to offset our impact on the environment. We all want to do what is right, for ourselves and for the Group. Uni-Asia's Code of Business Conduct (the "Code") is incorporated in Uni-Asia's Group Policy and Procedure Manual. The Code defines how employees should conduct themselves as representatives of the Group. The Code addresses the employees' responsibilities to the Company, to each other and towards our key stakeholders - clients, suppliers, governments and the community. Our aim is to build a sustainable business and a sustainable society together with our stakeholders.

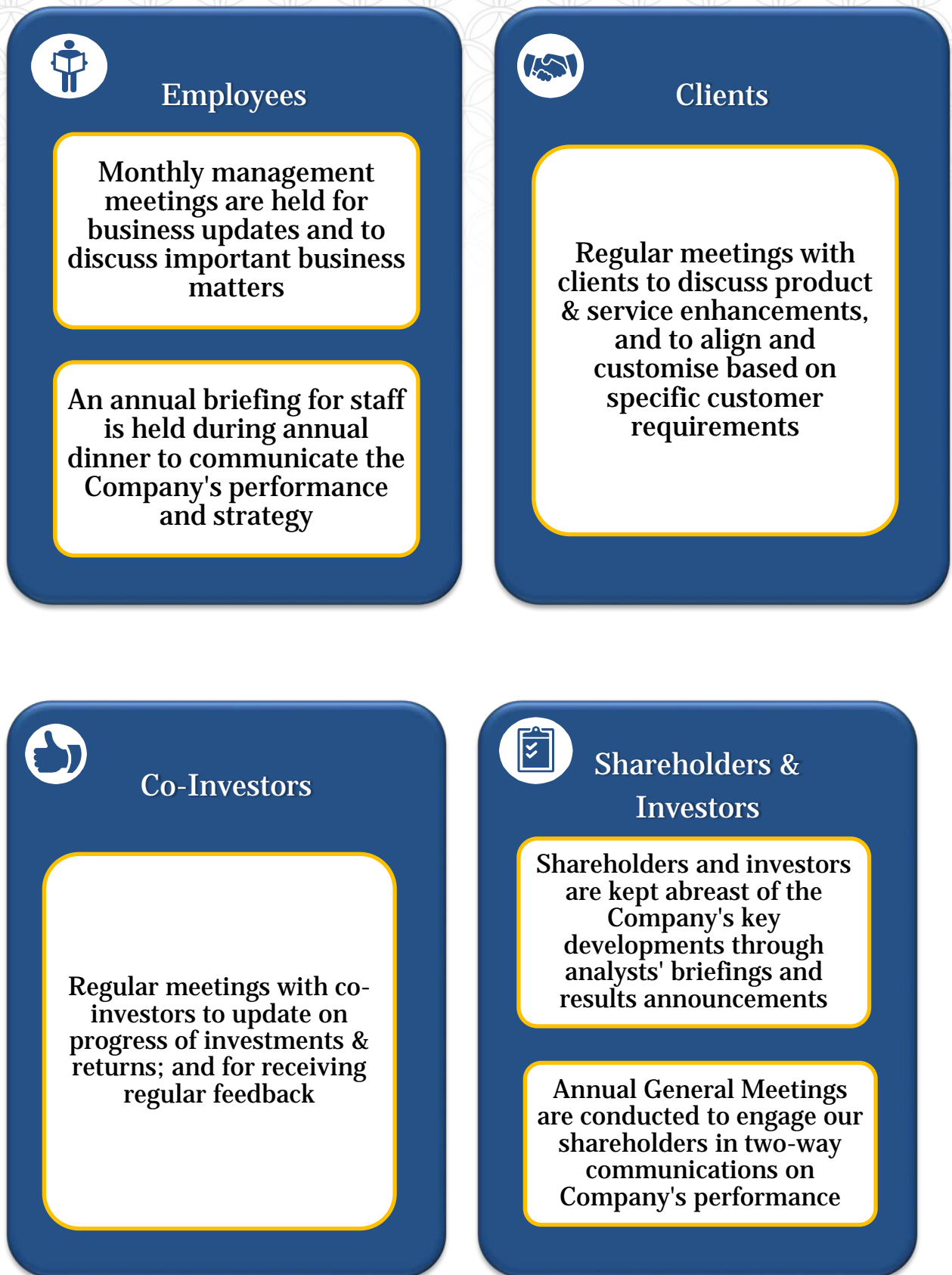
Stakeholder engagement

Stakeholders are defined as groups of people or entities that are directly or indirectly influenced by our business operations and outcomes, or that can significantly influence our businesses. Feedback from our key stakeholder groups forms a crucial part of our strategic and business planning, and is viewed as a valuable insight for the Group to continuously improve our sustainability performance. As such, at Uni-Asia, we seek to ensure that our stakeholders are at the core of our sustainability strategy. We want our stakeholders to provide us with their insights and perspectives, as we believe that their opinion enriches our business and will enable us to create long term value. We conduct open dialogues with our key stakeholders on regular basis to help us understand their concerns and issues.

Engagements with Key Stakeholder Groups in 2017 on key topics and concerns

We are committed to expand and report on our stakeholder engagement methods. Uni-Asia's management is determined to continuously improve upon sustainability performance by further strengthening stakeholder engagement mechanisms.

Figure 2 Stakeholder engagement mechanism

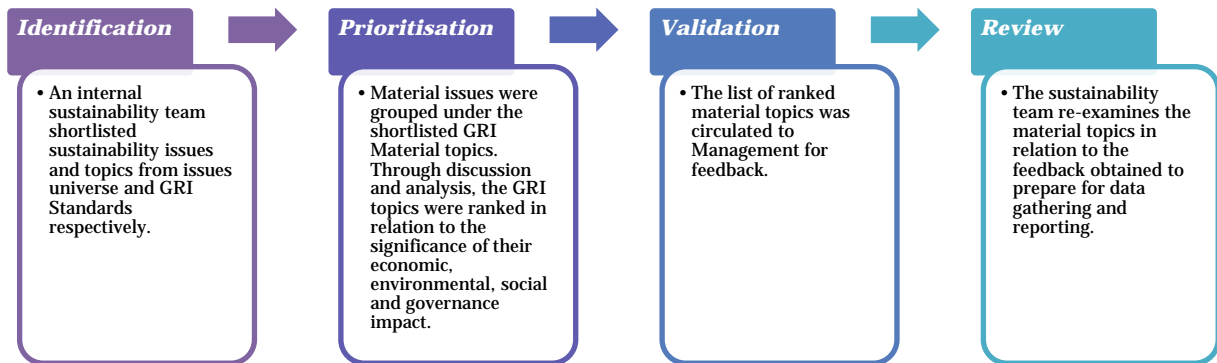


Materiality assessment

Materiality assessment is a critical input to our corporate sustainability reporting strategy as it ensures we provide our stakeholders with the sustainability information most relevant to them and our business. In 2017, we completed materiality assessments for three locations, Hong Kong, Singapore, and Japan. These locations together forms the reporting boundary for this report. Each location includes one operating entity and are considered significant locations of operations, as in these regions our economic, social and environmental footprint is greatest.

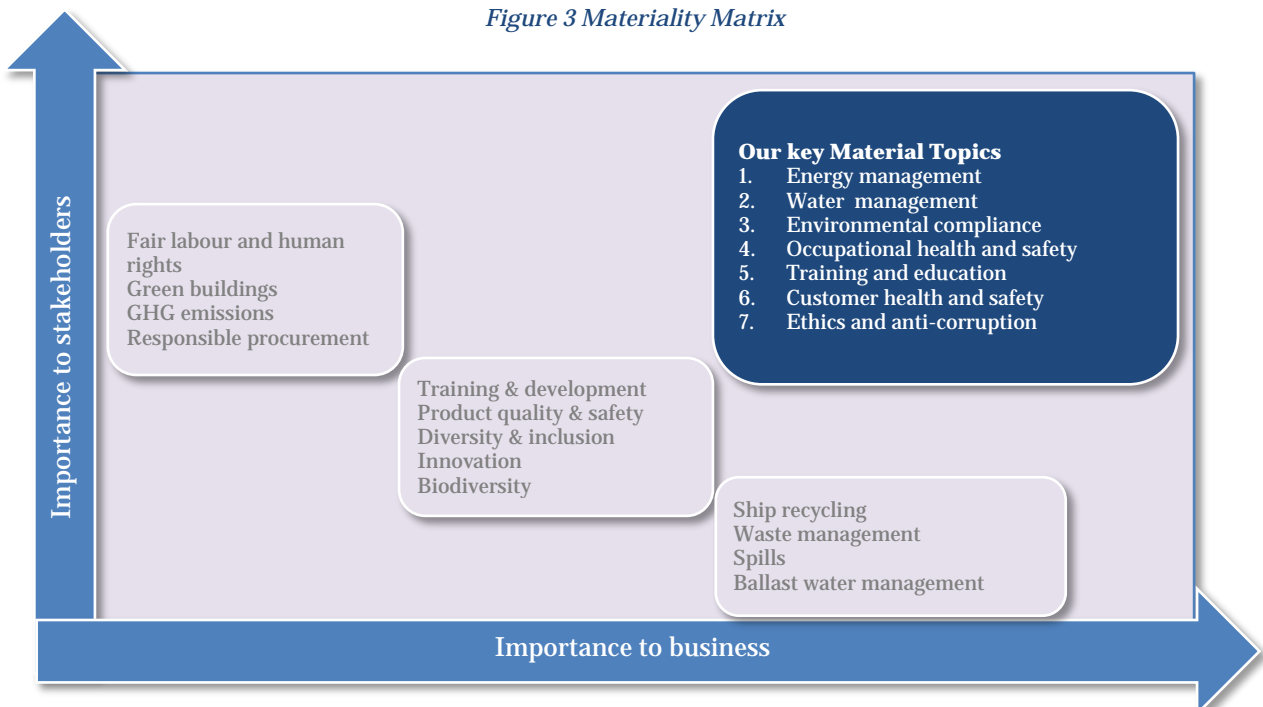
The materiality assessment process included interviews with internal stakeholders, including employees and management, as well as internal workshops to identify the most important sustainability issues. We have identified eight material topics that we believe reflect our significant economic, environmental and social impacts or that substantively influence the assessments and decisions of our stakeholders. We will continue to examine our material issues on an annual basis and will work to strengthen our internal sustainability data management framework, processes and procedures.

In 2017, Uni-Asia adopted a four-step process to define the material topics.



To illustrate their relative degree of importance, the material topics have been plotted on a materiality matrix. The eight topics in the top right quadrant represents the key material topics which are high significance - high impact topics.

Figure 3 Materiality Matrix



Environmental performance

Energy management

The shipping and property & hotel industries are large consumers of energy and resources as well as contributors to the Greenhouse Gasses (GHG) emissions. At Uni-Asia we understand our responsibility towards environment. We are taking steps to reduce environmental impacts of our operations and simultaneously protect and preserve the natural environment.

Energy conservation is important to us. Across all of our locations, including our offices, we use a variety of environmentally friendly measures such as using more energy efficient technology, using high-efficiency heating and cooling systems and regularly identify ways to reduce our overall energy consumption.

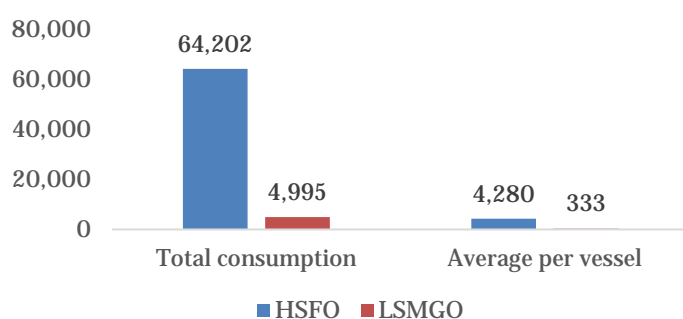
Uni-Asia actively communicates to its workforce the significance of energy conservation. The Group fervently monitors operations to locate sources of high energy consumption and seeks to improve with regards to its environmental performance. These not only help the Group manage costs but ensure optimal performance of operations without the compromise of standards. Identified areas of high energy use are then assessed and amended to improve energy efficiency and reduce unnecessary energy consumption where possible. We will further strengthen our data collection process with respect to energy consumption and will be reporting our performance more comprehensively in the subsequent years.

Energy consumption within the organisation

Table 1 Energy consumption (million mega joules) across Hotel and Property operations in Japan

	Hotel, Japan	Property, Hong Kong
Natural Gas	23	0.5
Oil	-	55
Electricity consumption	28	0.2
Steam consumption	1	-
Total energy consumption	52	56

Figure 4 Fuel Consumption (metric tonnes), Shipping, Hong Kong



Based on Uni-Asia's data and internal analysis, we noted that over a span of around 2,700 days, the amount of fuel consumed by fifteen of our vessels, at an average eco-speed of around 120 days is 64,202 metric tonnes of High Sulfur Fuel Oil (HSFO) and 4,995 metric tonnes of Low Sulphur Marine Gas Oil (LSMGO). Please refer to Figure 4 for more details.

Water management

Water Withdrawal by Source

Water management is an important topic at Uni-Asia and we understand the growing concerns worldwide on water scarcity. Concerted efforts have been put in place for many of our properties in order to better manage our water use. It is important to us to take a strategic approach in implementing effective water management and to minimise water consumption. Water conservation initiatives are championed by all our employees and our workers are always reminded to conserve water to the extent possible. We continually look for ways to reduce water consumption or preserve its quality.

The Group strives to continuously improve its current water conservation initiatives. As such, planning and discussions are currently in progress to find innovative ways to bring in water efficiency in our operations. At VHM, around 174,800 m³ of water from municipal supplies or other public or private water utilities was consumed during the reporting period. In the case of shipping (HK), surface water is used for operations. Vessels use (i) ballast water from sea water, (ii) water for cleaning, washing, shower etc. from sea water and (iii) drinking water is purchased at port. Over a span of around 2,700 days, around 1.53 million cubic meter of water is used by fifteen of our vessels for ballast water exchange purpose and which is around 102,000 cubic meter of water used on an average by one vessel².

We aim to further strengthen our data collection process with respect to water consumption data and will be reporting our performance more comprehensively in the subsequent years.

Environmental compliance

At Uni-Asia, we fully support all governmental laws and regulations on the environment. We aim to ensure compliance with all environmental laws and regulations. During 2017, there were no non-compliance with environmental laws and regulations.

² Average eco-speed of around 120 days.

Social performance

Human capital is a critical element of the Group's business model. We value our employees as they are the core of our operations. Uni-Asia emphasises the career development, welfare, health and safety of each employee. Due to our diverse operations, we hire a wide range of highly skilled employees. We value the diverse experiences and expertise contributed by our employees. The hire rate across the Group, has grown in the past year. We currently have over 300 employees across Asia locations, and are committed to ensuring their development and wellbeing.

Table 2 Total number of employees by region and gender³

	Hong Kong				Japan			
	Shipping		Property ⁴		Property		Hotel	
	Male	Female	Male	Female	Male	Female	Male	Female
Permanent contract	22	19	2	3	7	9	104	46
Temporary contract	-	-	-	-	1	1	49	82

Our employees' feedback and suggestions are important to us. We believe that the feedback will help us improve and grow as a leader in the shipping and hotel investment business. We aim to increase and strengthen our employee engagements by conducting various employee activities and to ensure employee satisfaction within the entire Group.

Occupational health and safety

Our clients worldwide depend on us to meet important deadlines every day. Meeting our service responsibilities to clients requires a deep-seated commitment to the health, safety, and well-being of our employees. In this section, we present our initiatives and compliance with respect to workplace safety and health regulations.

Our commitment to employee health, safety and well-being permeates not only our culture but also the design of our products, processes, and supply chain. We take a whole-person management approach, offering a wide variety of guides, training, processes, programs, and benefits to promote employee health, safety and wellness. These include companywide initiatives, as well as plans and programs specific to the locations in which we operate.

Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

There were no major injuries to the workers across our business segments as a result of industrial accidents⁵⁶. Some of the minor injuries in the Property & Hotel operations business segments were minor fracture, stab wounds, neck pains due to fall, minor abrasions and bruises. There were no incidents of occupational diseases and no lost-days across our business segments. There were no fatalities across all our operations in 2017. Absentee rate was 0.90% and 0.56% for female and male workers respectively in our Shipping business at Hong Kong. In the case of Hotel & Property operations in Japan Absentee rate was only 0.10% for male and 0.14% for female.

³ We have one employee each in Taiwan and South Korea and 14 in China. We have seven employees in Singapore. Please refer to [Annual Report](#) p.30 for more details. Please note numbers in the Annual Report include headquarter staff as well.

⁴ All full-time; 4 in Hong Kong and 1 in Guangzhou, PRC.

⁵ Minor (first-aid level) injuries are excluded in the Injury Rate calculations. Injuries only which were approved as industrial accident are included.

⁶ Workers are those whose work or workplace is controlled by the organisation, excluding employees.

Training and education

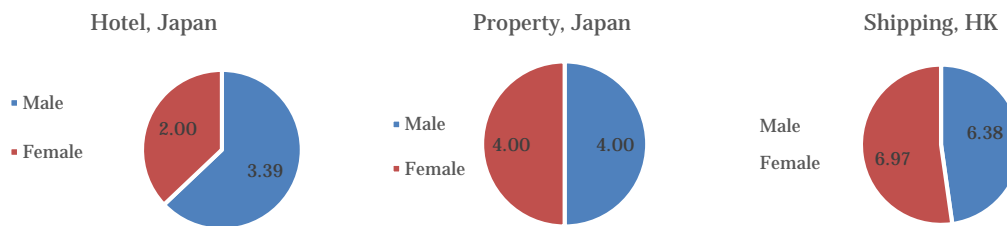
We aim to provide diverse and equal opportunities to all our employees at Uni-Asia. We do not judge our potential employee candidates based on their race, religion or nationality.

Average hours of training per year per employee

Our training programmes are designed to provide opportunities for our staff to upgrade themselves and enhance their professional effectiveness, thereby improving their career prospects within the organisation. Uni-Asia adopted a directors' training policy and has an on-going budget for all directors to attend appropriate courses, conferences and seminars for them to stay abreast of relevant business developments and outlook. These include programmes run by the Singapore Institute of Directors or other training institutions.

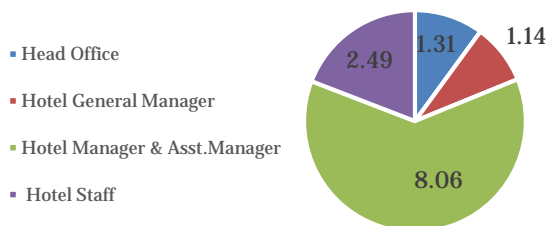
We also focus on conducting safety trainings and workshops for our employees. Training, coaching, and recognition are critical components to continuously encouraging a culture of safety. We customize training to meet market-specific standards and continually enhance training techniques with current multimedia technology. After safety-related training, employees and management recognize employees with exceptional safety records and encourage our people to strive for the same high standards. We aim to increase our average training hours in the subsequent years. We are committed to strengthening our internal projects on employee trainings and identifying training & development needs and are in the process of setting targets for increasing training hours across employee categories.

Figure 5 Average training hours by gender



Overall, the average training hours in the VHM business segment across all categories and gender is 2.81 hours. Overall, the average training hours in the HK shipping business segment across all categories and gender is 6.65 hours. Overall, the average training hours in property in the Japan (UACJ & UAI) business segment across all categories and gender is 4 hours.

Average training hours by employee category, Hotel - Japan



At Uni-Asia we aim to continuously teach a comprehensive range of workshops, certifying frontline managers and supervisors who, in turn, instruct employees in the specifics of each course. In our subsequent reports we will report data on average training-hours by employee category for Shipping (HK) and Property (Japan) operations as well.

Customer health and safety

Our consumers rely on our brands for safe and quality services that they can trust. We use international standards to ensure the quality and safety of our services. We believe we are able to effectively compete with our competitors based on our focus on our strengths and by providing our customers with a level of service that meets or exceeds their expectations, hence leading to repeat business from satisfied customers, as well as referrals from them for new business opportunities.

In this section, we will reflect on the periodic assessment of the health and safety impacts of our products and services. At Uni-Asia, we seek to effectively identify, assess and treat all quality and safety related risks associated with Uni-Asia's business activities, products and services in a responsible manner.

Assessment of the health and safety impacts of product and service categories

As a producer of alternative investment opportunities and an integrated service provider relating to alternative investments, the Group aims to be a truly trusted partner for all our clients. Uni-Asia strives to deliver value to the Group's shareholders, clients and employees.

There were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period. We have not identified any non-compliance with regulations and/or voluntary codes with respect to health and safety impacts of our products and services. Within the asset management business and finance arrangement business, we did not identify any material instances of customer dissatisfaction. Within our shipping fleet, there were no known or reported cases identified of non-compliance with regulations.

Economic performance

Ethics and anti-corruption

We have zero tolerance for any financial crime including corruption and bribery. We seek to conduct our business in a responsible manner by ensuring that our policies and code of conduct are implemented and communicated to all our employees, business partners and board members consistently throughout our entire global operations.

At Uni-Asia, the whistle-blowing policy applies to all staff including its subsidiaries and associated companies. In our continuing effort to improve corporate governance and to encourage open communication, this policy aims to provide an avenue for staff to raise concerns in good faith about possible misconduct, with the assurance of protection from possible retaliation or victimization. The whistle-blowing policy is intended to cover serious concerns that could have a material impact on the Group, including but not limited to actions that:

- (a) may lead to incorrect financial reporting;
- (b) are unlawful;
- (c) are not in-line with the Group's policy; or
- (d) otherwise amount to unethical conduct.

We have a clear set of policies and code of conduct for managing corruption, bribery and fraud. We also conduct trainings on anti-corruption and bribery and ensure that all new hires are familiar with our code of conduct.

Incidents of corruption and actions taken

There have been no cases of corruption at Uni-Asia within the reporting year. However, we have to remain vigilant and constantly monitor our operations, instilling strong values on anti-corruption and bribery in all members of the Group.

GRI Standards Content Index

GRI Content Index		
GRI Standard	Disclosure	Page number and/or URL
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102-4	Location of operations	7
102-5	Ownership and legal form	Refer to Corporate structure
102-6	Markets served	5
102-7	Scale of the organisation	4
102-8	Information on employees and other workers	14
102-9	Supply chain	Refer to Corporate structure
102-10	Significant changes to the organisation and its supply chain	Refer to Milestones
102-11	Precautionary Principle or approach	Refer to Annual Report p.32
102-12	External initiatives	Nil
102-13	Membership of associations	Nil
Strategy		
102-14	Statement from senior decision-maker	3
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102-16	Values, principles, standards, and norms of behaviour	Refer to Annual Report p. 45
Governance		
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102-49	Changes in reporting	N/A as this is the first year
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Material Topics

Energy management

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Water management

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Training and education

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	103-3	Evaluation of the management approach	15
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Customer health and safety

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