Aedge Group Limited

**Sustainability Report**

For the year ended 30 June 2022

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# 1. Highlights

## 1.1 Message to stakeholders

The Board of Directors of the Group (the "**Board**") is proud to present the Group's first sustainability report.

The Group is committed to making a positive impact on our society by offering comprehensive solutions to our customers. Being a Singapore-based multi-services provider, we are well-positioned to offer our excellent and award-winning services to a wide range of customers.

At the same time, we are also entrusted by our customers as well as other stakeholders to ensure our operations are carried out sustainably. Hence, while generating profits and increasing our customer base is key to the business, it needs to be balanced with making business decisions that are socially and environmentally conscious.

In FY2022, the Group expanded its engineered shelters and shoring equipment to provide better services to our customers. For security services, the Group strengthened the use of security technology system for customers who are pursuing cost-cutting measures by promoting our remote surveillance capabilities and security technology integrations.

As the Group continues to grow its services capabilities and widen its customer base, we are also looking at maintaining a sustainable business. To support this, we have built a responsible business model, emphasizing sustainable business decision-making, building robust relationships with our business partners, and encouraging the sustainable use of resources in our operations. In addition, we continue to engage the communities by creating jobs and learning opportunities and contributing our efforts to issues facing the community.

The following sections of this Sustainability Report summarise more initiatives the Group has taken to ensure a sustainable business model and a brighter future for our society and environment.


Poh Soon Keng

Executive Chairman and
Chief Executive Officer

## 1.2 Scope of sustainability report

The scope of the report covers information on material sustainability aspects of Aedge Group Limited (**Aedge** or the "**Group**"), covering the engineering services, security and manpower services, and transport services from 1 July 2021 to 30 June 2022 unless otherwise specified. This should sufficiently address stakeholders' concerns about sustainability issues arising from the major business operations of the Group.

This report is prepared with reference to the Global Reporting Initiative (**GRI**) Standards: Core Option as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited (**SGX-ST**) Listing Manual. In preparing our report, we applied the GRI's principles for defining report content and report quality by considering the Group's activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

## 1.3 Sustainability contact

We welcome your views and feedback on our sustainability practices and reporting at info@aedge.com.sg.

# 2. Sustainability strategy

## 2.1 Sustainability organisational structure

Sustainability is a vital part of our corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much determine our financial performance. We developed a sustainability organisational structure to move things forward:

### Leadership

The Board of Directors assisted by the CFO and external CSR consultant to formulate related strategies and guidelines.

### Organisers

Director (Special Project) helps to organise and coordinate the CSR work of all businesses and departments.

### Executives

Assigned employee at the subsidiaries are responsible for the organisation and implementation of CSR works.

## 2.2 Sustainability strategy

Our sustainability strategy aims to create integrated values. Together with disciplined execution of our strategy and a commitment to doing business responsibly, we commit to deliver value to all our stakeholders through the following:



The sustainable strategy is underpinned by our comprehensive and extensive internal policies that cover the areas above.

- **Code of Corporate Governance and Code of Conducts**, which covers aspects of management of conflict of interest, anti-corruption, whistleblowing, sustainable development and operations and safeguard of confidential information.

- **Vendor and Sub-contractor Selection and Assessment Policies**, which covers aspects of vendor selection criteria, vendor performance evaluation and appraisal and sustainable sourcing.

- **Human Resources Policies**, which covers aspects of the employee handbook, training and development, employee performance evaluations, rewards and penalties.

- **Occupational Health, Safety and Security (OHSS) Policies**, cover aspects of safety culture, safety training and development, rewards and penalties, safety inspections, incidence reporting, and emergency response procedures in the event of safety incidents.

The strategy is also guided by external sources, including ISO9001, ISO 45001:2018, bizSAFE Level Star, Global Reporting Initiative Standards and Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Listing Rules.

## 2.3 Consulting our stakeholders

We recognise the need to continuously develop our responsible business approach to address growing stakeholder expectations around our impact on the economy, environment and society. As such, we periodically consult with our stakeholders to determine the issues that are most relevant to them and Aedge.

An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we have received.
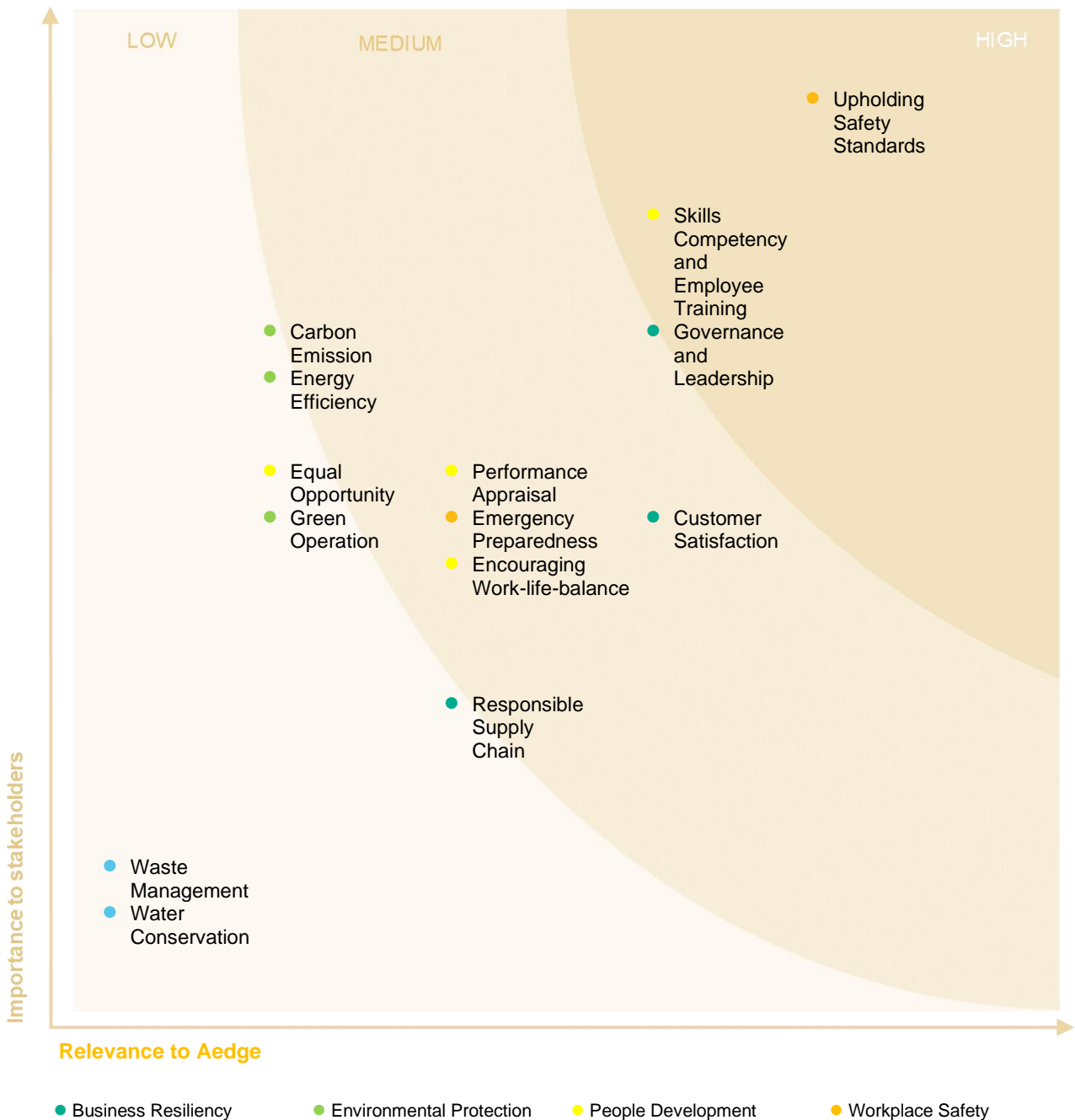
| Stakeholders | How do we engage | How often do we engage | What you've told us |
|---|---|---|---|
| **Customers** | • Quality management system | • Perpetual | • High quality and reliability of our services |
| | • Project progress meeting and monitoring | • Monthly | • Timely response to customer complaints |
| | • Customer feedback channels | • Ad-hoc | • Data protection and confidentiality |
| **Employees** | • Performance appraisal | • Annual | • Employee safety and health |
| | • Informal meeting and training | • Ad-hoc | • Training and development opportunities |
| | • Feedback to supervisor | • Ad-hoc | • Remunerations and welfares |
| | | | • Fair and competitive employment practices |
| **Government / regulatory authorities** | • Government's guidelines and circulars | • Ad-hoc | • Compliance with laws and regulations |
| | • Correspondences through emails and letters | • Ad-hoc | • Safe working environment |
| | | | • Environmentally sustainable business practices |
| **Investors** | • Annual / Extraordinary General Meeting | • Annual | • Compliance with listing requirements |
| | • Financial result announcements | • Bi-annual | • Timely and transparent reporting |
| | • SGX announcements | • Ad-hoc | |
| | • Annual Report | • Annual | |
| **Suppliers** | • Supplier meetings | • Ad-hoc | • Fair and robust procurement system |
| | | | • Prompt payment cycles |

## 2.4 Sustainability materiality

Based on the stakeholder engagement, we developed our sustainability materiality matrix containing material aspects which are aligned with our principal business and operational risks and formed our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram below.

We have also developed metrics to help us measure our progress, as indicated in our sustainability scorecard in **Appendix A**. We will review and adjust the matrix each year, as the external and business context changes.

The aspect boundaries 'within' the organisation are limited to Aedge and our subsidiaries, whereas the aspect boundaries 'outside' the organisation include our customers, employee, suppliers, investors and regulatory authorities (Governments, SGX, MOM, IRAS).

# 3. Our performance

## 3.1 How we measure our performance

Our **sustainability strategy** is embedded into the appropriate parts of our business, with dedicated teams for each focus area, and coordination by our relevant departmental managers.

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programs have advanced, through a series of 'commitments'.

### Metrics and targets

We have established key performance indicators for each of the four focus areas outlined in our **sustainability strategy**. Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy.

### Commitments to United Nations Sustainable Development Goals (UNSDGs)

To ensure we have a robust sustainability programme in place, we have included the key commitments for each area of our sustainability strategy, guided by UNSDGs. The progress we have made against each key commitment is indicated using the symbols shown in the table below. We track and review our sustainability programme with the Board of Directors at least once a year. As a global citizen, Aedge supports UNSDGs through the following commitments:

### Business Resiliency

| Metrics | Units | 2030 Target |
|---|---|---|
| Revenue | S$ million | On-going commitment |
| Violations of the relevant laws and regulations | Number | 0 |
| Customer complaints | Number | < 5 |
| Suppliers subject to the periodical evaluation | % | > 10 |
| Local sourcing of procurement | % | 100 |

### Environmental Protection

| Metrics | Units | 2030 Target |
|---|---|---|
| Carbon emission | tCO2e | < 820 |
| Carbon emissions intensity | tCO2e per million revenue | < 40 |
| Electricity usage | kWh | < 18,000 |
| Electricity usage intensity | kWh per million revenue | < 900 |

### People Development

| Metrics | Units | 2030 Target |
|---|---|---|
| Average training hours per employee | Hours | > 10 |
| The employee subject to regular performance evaluation | % | 100 |
| Female representation in the total workforce | % | 15 |

### Workplace Safety

| Metrics | Units | 2030 Target |
|---|---|---|
| Fatalities in workplace | Number | 0 |
| High-consequence injuries in the workplace | Number | 0 |
| Recordable injuries in the workplace | Number | 0 |
| Recordable work-related ill health cases in the workplace | Number | 0 |
| Regulatory and compliance incidents relevant to workplace safety | Number | 0 |

## 3.1.1 Business Resiliency

**Overview**

Aedge is a Singapore-based multi-services provider. The principal services provided by our group are engineering services, transport services and security and manpower services. Our services are closely related to the daily life of our communities and these services enable our vibrant communities to thrive. To ensure we continue to provide high-quality services to our customers and societies, we cultivated strong corporate governance cultures in all areas of our operations. We also emphasise ensuring high customer satisfaction with our services and a responsible supply chain to preserve our business continuity.

**Leadership and Governance**

We enhanced our accountability and transparency by upholding high standards in business ethics and corporate governance which are the keys to building stronger trust with our stakeholders.

We believe that strong corporate governance starts from strong leadership. The Board has overall responsibility for ensuring effective corporate governance across all our operations, this includes ensuring effective risk management and internal controls are in place to address any identified risks and to ensure business continuity.

Our Standard Operating Procedures (**SOPs**) outlines the principle and practices relevant to corporate governance. These SOPs communicates and provide guidelines to our employee for their dealings with our stakeholders.

Some of the relevant SOPs we established include the following:

(a)   Enterprise Risk Management
(b)   Employee Handbook and Code of conduct
(c)   Anti-corruption and Bribery Policy
(d)   Conflict of interest Policy
(e)   Whistleblowing Policy
(f)   Personal Data Protection Policy
(g)   Business Continuity Plan and Disaster Recovery Plan

In FY2022, we have not received any whistleblowing complaints.

**FY2022 Performance**

**20.5m**
Revenue

**0**
Whistleblowing complaints and non-compliance with local laws and regulations

**4**
Cases of customer complaints

**100%**
Purchases from local suppliers

## Regulatory Compliance

To maintain a fair, ethical and efficient business and working environment, we strictly adhere to the local laws and regulations such as the Prevention of Corruption Act, Personal Data Protection Act, Employment Act, Workplace Safety and Health Act etc.

In FY2022, we have not violated any of the relevant laws and regulations.

We are committed to maintaining zero violations of the relevant laws and regulations. The progress and performance will be reported in the following year.

## Customer Satisfaction

We work on our fundamental target of contributing to our society by providing high-quality services to our customers. We have established a Quality Management System (**QMS**) that is based on the principles of ISO9001:2015 (Quality Management System) to ensure our services meet our customer's needs. All operations and employees are required to comply with our QMS.

We also actively collect customer feedback formally and informally. Customer feedback is collected via various channels including informal meetings and surveys. The results will be investigated and discussed during our periodic management meetings to identify corrective and preventive actions. This allows us to improve our service quality continuously.

In FY2022, we received 4 customer complaints from our customers. We are committed to maintaining customer complaints below 5 cases in a financial year.

## Responsible Supply Chain

Maintaining a responsible supply chain is crucial to ensure our services to our customer is smooth and uninterrupted. To achieve this, we implement comprehensive evaluation criteria to ensure our suppliers meet our required standards. Our key suppliers are subject to periodical evaluation to ensure the procurement of goods and services are high level of quality. Not only do we evaluate the suppliers based on their products and service quality, but we also extend the evaluation to include our suppliers' business practices such as safety track records.

In FY 2022, 5% of our suppliers are subject to the periodical evaluation. We are committed to increasing the number of suppliers subject to the periodical evaluation to 10% of our total suppliers. The progress and performance will be reported in the following year.

We also prioritise sourcing locally to enable the local society to benefit from our business. Localised supply chains help us to develop closer relationships with our suppliers to ensure the proper alignment of our policies which will help us maintain a high level of quality and integrity in the procurement of goods and services for the Group.

In FY 2022, all our purchases are sourced from our reliable local suppliers. We are committed to maintaining 100% local sourcing of procurement. The progress and performance will be reported in the following year.

## Commitments: Business Resiliency

<span style="color:orange">**Regulatory Compliance**</span>

**Commitment**

- Zero violations of the relevant laws and regulations

**FY2022 progress**

- Zero violations of the relevant laws and regulations

<span style="color:orange">**Customer Satisfaction**</span>

**Commitment**

- < 5 customer complaints in a financial year

**FY2022 progress**

- 4 customer complaints from our customers

<span style="color:orange">**Responsible Supply Chain**</span>

**Commitment**

- > 10% of total suppliers subject to the periodical evaluation
- 100% local sourcing of procurement

**FY2022 progress**

- 5% of total suppliers subject to the periodical evaluation
- 100% local sourcing of procurement

## 3.1.2 Environmental Protection

**Overview**

We are committed to environmental protection, reducing carbon emissions, preventing pollution, minimising wastage and utilising our resources efficiently. To reduce the environmental impacts, we continuously explore opportunities to adopt greener solutions in our daily operations.

We also developed and implemented comprehensive policies to ensure our commitment to environmental protection is communicated to our employees.

**Green Operation**

We are committed to reducing the environmental impacts of our operations. To achieve this, we actively explore opportunities and new technologies to reduce our environmental impacts. While most of our operations do not create significant adverse environmental impact, our fleet of buses is diesel operated and releases harmful emissions. To limit the harmful emissions from our fleet of buses, all our buses comply with Euro 6 emission standards and use Adblue$^{TM}$ to minimise Nitrogen Oxide ($NO_x$) emissions.

**Carbon Emission**

The carbon emission from our operations is from scope 1 and 2 activities. Approximately 91% of our carbon emissions are generated from our transportation operations.

Our fleet of buses is subject to regular maintenance to ensure optimal operational conditions. This effectively reduces fuel consumption and carbon emission. Our employees are trained and required to operate the buses efficiently to reduce fuel consumption and carbon emission while maintaining high-quality services. These includes:

(a)     Efficient bus route plans
(b)     Reasonable air-conditions temperature
(c)     Avoid leaving the engine on while the bus is idle
(d)     Regular inspection of the conditions of the buses

In FY2022, we generated a carbon footprint of 882 tonnes of carbon dioxide emission (**$tCO_2e$**) with a carbon emissions intensity of 43 $tCO_2e$ per million revenue.

We are committed to reducing the carbon emission generated from our operations to 820 $tCO_2e$ with a carbon emission intensity of 40 $tCO_2e$ per million revenue. The progress and performance will be reported in the following year.

**FY2022 Performance**

**882**$tCO_2e$
Total carbon footprint

**43**$tCO_2e$
Carbon footprint per million revenue

**18,983**kWh
Total purchased electricity

**926**kWh
Purchased electricity per million revenue

**100**%
Waste disposed of via proper disposal channels

## Electricity Usage

Our electricity usage came from the regular operations of the office. We started to replace traditional light bulbs with electricity-saving light bulbs as well as educate our employees about energy conservation.

We established comprehensive policies and procedures to reduce energy consumption in the office, assess energy efficiency, increase the use of clean energy, if possible, set applicable targets to monitor energy consumption, and ensure power is turned off when electrical appliances are not in use. All employees stringently complied with our policy of saving energy.

In FY2022, our total electricity usage was 18,983 kilowatt-hours (**kWh**) with an electricity usage intensity of 926 kWh per million revenue.

We are committed to reducing the electricity usage to 18,000 kWh with an electricity usage intensity of 878 kWh per million revenue. The progress and performance will be reported in the following year.

## Water Conservation

Our water consumption is mainly from domestic water use. We encourage efficient use of water through educating our employees on water conservation, using water-saving equipment and regular inspections on water taps and fixing dripping taps immediately.

Water consumed by our operation is supplied by our suppliers or customers. Hence, we do not monitor water consumption.

## Waste Management

We adopt the procedures of reuse, treatment and disposal to handle the wastes created during the operations of our engineering projects.

Our engineering projects generate non-hazardous scrap metal and this scrap metal is disposed of via proper disposal channels. Licensed waste collectors are appointed to dispose of the scrap metal generated.

In FY2022, a total of 20 tonnes of scrap metal were generated and disposed of via proper disposal channels. This represents 100% of the waste generated by our operations. We are committed to maintaining 100% waste generated by the operations to be disposed of via proper disposal channels.

## Commitments: Environmental Protection

| | Commitment | FY2022 progress |
|---|---|---|
| **Carbon Emission** | • < 820 tCO$_2$e<br>• < 40 tCO$_2$e per million revenue | • We generated a carbon footprint of 882 tCO$_2$e with a carbon emissions intensity of 43 tCO$_2$e per million revenue. |
| **Electricity Usage** | • < 18,000 kWh electricity usage<br>• < 878 kWh electricity usage per million revenue | • Our total electricity usage was 18,983 kWh with an electricity usage intensity of 926 kWh per million revenue. |
| **Waste Management** | • 100% of waste generated is disposed of via proper disposal channels | • 100% of waste generated is disposed of via proper disposal channels |

## 3.1.3 People Development

**Overview**

We believe that people are our most important asset. We provide a constructive working experience to our employees and contribute to the local economic development.

We have established a comprehensive performance appraisal programme and training programme to help our employee to sharpen their skills and advance their career.

We offer equal opportunity to our employees by promoting a fair workplace culture in all of our operations. Recruitment, remuneration, promotion and benefits are managed based on our principle of objective assessment, equal opportunity, and non-discrimination regardless of gender, race, marital status, pregnancy, disability, age, or family status.

**Skills Competency and Employee Training**

We emphasise continuous learning in the workplace. We developed a comprehensive Training Needs Analysis (**TNA**) programme to identify the opportunities to upgrade or sharpen the skills and knowledge of our employees. Various channels including informal performance reviews by line managers, annual performance appraisal, feedback from the customers, after-incident review programme and mandatory training required by law are adopted to identify training opportunities.

Training is conducted with in-house resources such as on-job training or in-house training sessions. External training providers are also engaged to provide new insight and skills to our employees. Learning outcomes and learning objectives are meticulously tailored to ensure the training content allows our employees to improve the areas where it is needed most.

The following are some of the trainings conducted in FY2022:

- ESG – Environmental, Social, and Governance Essentials
- Recognise Terrorist Threats
- Handle Security Incidents and Services
- Comply with Workplace Safety and Health Policies and Procedures
- Demonstrate and Apply Understanding of Cleaning Chemicals
- Service Quality for Drivers
- Defensive Driving
- WSQ Apply Workplace Safety and Health in Process Plant
- WSQ Perform Work at Height Course
- Working at Height Rescue Course
- WSQ Perform Metal Scaffold Erection
- Lifting Supervisor Safety Course

**FY2022 Performance**

**8**

Training hours per employee

**99%**

Employees subject to regular performance appraisal

**12%**

Female representation in our total workforce

**45**

Resigned employee

In FY2022, we provided a total of 3,784 hours of training to our employees which represents an average of 8 training hours per employee. This does not include training hours invested for on-job training. Going forward, we will track and report training hours spend on on-job training. We are committed to achieving a minimum of 10 hours of training per employee.

## Performance Appraisal

We have various performance appraisal methods in place to determine the performance of the employee. Performance appraisal methods consist of annual performance appraisal, probation confirmation review as well as performance corrective review.

The annual performance appraisal and probation confirmation review comprise mainly quantifiable evaluation criteria. The performance corrective review aims to identify performance shortcomings and corrective actions needed based on the feedback received. In addition, we actively collect performance information for each employee through inputs from line managers and feedback from our employees, as well as periodical employee communication sessions.

This collected information allows us to understand the performance and skills development needs of each employee from multiple aspects. This is crucial for us to identify training needs and develop training programs that are designed to enhance the skills of the employee and aim to improve our productivity.

In FY2022, 99% of our employees are subject to regular performance evaluation. We are committed to subjecting all our employees to regular performance evaluation

## Diversity and Equal Opportunity

We attract talent through fair human resource practices. We signed the Employer's Pledge of Fair Employment Practices organised by the Tripartite Alliance for Fair & Progressive Employment Practices (**TAFEP**) to highlight our commitment to a fair working environment and our commitment to adhere to TAFEP's Tripartite Guidelines on Fair Employment Practices. Our employees are required to adhere to our policies of fair and non-discriminative human resource practices.

We developed comprehensive policies on the recruitment process from the job description, application, interview, selection, and approval to the job offer. Candidates are selected based on those who meet the objective evaluation criteria the most. Remuneration is reviewed periodically to ensure consistency with the current employment market and industrial benchmarks. Promotion is based on performance and suitability.

In FY2022, female employees comprise 12% of our total workforce. We are committed to increasing the female representation in our workforce to 15% of our total workforce.

## Encouraging work-life-balance

We organised a variety of employee activities such as the annual Chinese New Year Lunch and the annual Christmas Function to help them relax their mind and body, develop teamwork, explore their talent, to develop a positive attitude in both work and life. To prevent employee burnout due to the pandemic, we also implemented a work-from-home arrangement for some of our employees depending on the nature of their work.

## Commitments: People Development

| | Commitment | FY2022 progress |
|---|---|---|
| **Skills Competency and Training** | • 10 hours of training per employee | • 8 training hours per employee |
| **Performance Appraisal** | **Commitment** | **FY2022 progress** |
| | • 100% of the employee subject to regular performance evaluation | • 99% of the employee subject to regular performance evaluation |
| **Diversity and Equal Opportunity** | **Commitment** | **FY2022 progress** |
| | • 15% female representation in the total workforce | • 12% female representation in the total workforce |

## 3.1.4 Workplace Safety

**Overview**

Safety is of paramount importance to us, and we have always stressed the importance of work safety in all of our operations. The key to improving workplace safety is to cultivate an effective safety culture among all our employees.

**Upholding Safety Standards**

We commit to ensuring the safety of our employees, those who work with us and anyone affected by our work as our number one priority.

We developed a comprehensive Occupational Health and Safety Management System and OHSS policy to provide guidelines for the employee to adopt and carry out all work activities according to safe working practices that comply with national and international safety regulations, standards, and code of practices and guidelines.

Occupational Health and Safety Management System comply with bizSAFE and ISO 45001:2018 requirements.

To enhance workplace safety awareness among our employees, we organised regular internal and external workplace safety training for our employees whose works involve workplace safety hazards. These training courses aim to improve the safety awareness of our employees and involve the topics such as working at height, safe lifting operations, cleaning of chemicals and defensive driving.

In FY2022, we have zero work-related accidents.

**Emergency Preparedness**

While we emphasise preventing safety incidents, we also prepare the employees to handle and respond to emergencies, including potential accidents, fires, and terrorist attacks. This is very important to reduce and limit the impact and casualties as a result of any safety incidents that may happen in our work.

A multi-department emergency response team led by our Chief Operating Officer (COO) is formed to ensure adequate responses to emergencies. The roles and responsibilities of each member are well-defined. We also developed comprehensive emergency preparedness and response plans to outline the scenarios-based emergency response procedures. The emergency response team is required to determine the level of emergency and respond to the emergencies based on pre-defined procedures.

To ensure our emergency response plans are effective, an annual emergency drill is performed to test the adequacy of the plan and identify areas for continuous improvement.

**FY2022 Performance**

**0**

Fatalities

**0**

High-consequence injuries

**0**

Recordable injuries

**0**

Recordable work-related ill health cases

**0**

Regulatory and compliance incidents relevant to work safety

## Commitments: Workplace Safety

**Upholding Safety Standards**

**Commitment**

- Zero fatalities
- Zero high-consequence injuries
- Zero recordable injuries
- Zero recordable work-related ill health cases
- Zero regulatory and compliance incidents relevant to workplace safety

**FY2022 progress**

- Zero fatalities
- Zero high-consequence injuries
- Zero recordable injuries
- Zero recordable work-related ill health cases
- Zero regulatory and compliance incidents relevant to workplace safety

# Appendix A: Sustainability scorecard

## Results

| Performance indicators | Units | FY2022 |
|---|---|---|
| Revenue | S$ million | 20.5 |

## Governance

| Topics | Units | FY2022 |
|---|---|---|
| Independent Directors | % | 60 |
| Female on the Board of Directors | % | 0 |
| Female in Senior Management | % | 28 |
| Whistleblowing complaints | Number | 0 |
| Confirmed incidents of corruption | Number | 0 |
| Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | Number | 0 |
| Employees that received anti-corruption training | Number | 0 |
| Employees that received anti-corruption training | % | 0 |

## Business Resiliency

| Topics | Units | FY2022 |
|---|---|---|
| Violations of the relevant laws and regulations | Number | 0 |
| Customer complaints | Number | 4 |
| Suppliers subject to the periodical evaluation | % | 5 |
| % purchase from local suppliers | % | 100 |

## Environmental Protection

| Topics | Units | FY2022 |
|---|---|---|
| Carbon footprint | $tCO_2e$ | 882 |
| Carbon footprint per million revenue | $tCO_2e$ | 43 |
| Electricity usage | kWh | 18,983 |
| Electricity usage per million revenue | kWh | 926 |
| Water consumption | Litres | N1 |
| Water consumption per million revenue | Litres | N1 |
| Non-hazardous waste | Tonnes | 20 |
| % waste disposed of via proper disposal channels | % | 100 |

N1 - Water consumed by our operation is supplied by our suppliers or customers. Hence, we do not monitor water consumption.

## People Development

| Performance indicators | Units | FY2022 |
|---|---|---:|
| Female employee | % | 12 |
| New female employee | % | 20 |
| Female employee turnover | % | 0 |
| Current employee by age group | | |
| • Above 50 | % | 37 |
| • 30-50 | % | 46 |
| • Below 30 | % | 17 |
| New employee by age group | | |
| • Above 50 | % | 80 |
| • 30-50 | % | 20 |
| • Below 30 | % | 0 |
| Employee turnover by age group | | |
| • Above 50 | % | 44 |
| • 30-50 | % | 47 |
| • Below 30 | % | 9 |
| Employee turnover | % | 10 |
| Total number of employees | Number | 451 |
| Total training hours | Hours | 3,784 |
| Average training hours per employee | Hours | 8 |
| Average training hours per female employee | Hours | 0 |
| Fatalities in workplace | Number | 0 |
| High-consequence injuries in workplace | Number | 0 |
| Recordable injuries in workplace | Number | 0 |
| Recordable work-related ill health cases in workplace | Number | 0 |

## Workplace Safety

| Performance indicators | Units | FY2022 |
|---|---|---:|
| Fatalities in workplace | Number | 0 |
| High-consequence injuries in workplace | Number | 0 |
| Recordable injuries in workplace | Number | 0 |
| Recordable work-related ill health cases in workplace | Number | 0 |
| Regulatory and compliance incidents relevant to workplace safety | Number | 0 |

# Appendix B: GRI content index

**GRI Standards Content Index**
The GRI Content Index references the Aedge Group Limited Sustainability Report 2022 (SR), and the Annual Report 2022 (AR).

| Disclosure number | | Disclosure title | Reference and remarks |
|---|---|---|---|
| **GRI 102: General disclosures** | | | |
| **Organisational profile** | 102-1 | Name of organisation | • AR: Cover Page |
| | 102-2 | Activities, brands, products, and services | • AR: Group Profile |
| | 102-3 | Location of headquarters | • AR: Corporate Information |
| | 102-4 | Location of operations | • AR: Corporate Information |
| | 102-5 | Ownership and legal form | • AR: Financial statements, Note 1 |
| | 102-6 | Markets served | • AR: Group Profile |
| | 102-7 | Scale of organisation | • AR: Group Profile |
| | 102-8 | Information on employees and other workers | • SR: Sustainability scorecard |
| | 102-9 | Supply chain | • SR: Business Resiliency |
| | 102-10 | Significant changes to the organisation and its supply chain | • SR: Business Resiliency |
| | 102-11 | Precautionary Principle or approach | • AR: Corporate governance report |
| | 102-12 | External initiatives | • Not applicable |
| | 102-13 | Membership of associations | • Not applicable |
| **Strategy** | 102-14 | Statement from senior decision-maker | • AR: Chairman's statement<br>• SR: Message to stakeholder |
| | 102-15 | Key impacts, risks, and opportunities | • AR: Corporate governance report<br>• SR: Sustainability strategy |
| **Ethics and integrity** | 102-16 | Values, principles, standards, and norms of behavior | • AR: Corporate governance report |
| | 102-17 | Mechanisms for advice and concerns about ethics | • AR: Corporate governance report |
| **Governance** | 102-18 | Governance structure | • AR: Corporate governance report |
| | 102-19 | Delegating authority | • AR: Corporate governance report |
| | 102-20 | Executive-level responsibility for economic, environmental, and social topics | • SR: Sustainability organisational structure |
| | 102-21 | Consulting stakeholders on economic, environmental, and social topics | • SR: Consulting our stakeholders |

| Disclosure number | | Disclosure title | Reference and remarks |
|---|---|---|---|
| | 102-22 | Composition of the highest governance body and its committees | • AR: Corporate governance report |
| | 102-23 | Chair of the highest governance body | • AR: Corporate governance report |
| | 102-24 | Nominating and selecting the highest governance body | • AR: Corporate governance report |
| | 102-25 | Conflicts of interest | • AR: Corporate governance report |
| | 102-26 | Role of highest governance body in setting purpose, values, and strategy | • AR: Corporate governance report |
| | 102-27 | Collective knowledge of highest governance body | • AR: Corporate governance report |
| | 102-28 | Evaluating the highest governance body's performance | • AR: Corporate governance report |
| | 102-29 | Identifying and managing economic, environmental, and social impacts | • SR: Sustainability materiality |
| | 102-30 | Effectiveness of risk management processes | • AR: Corporate governance report |
| | 102-31 | Review of economic, environmental, and social topics | • SR: Sustainability report |
| | 102-32 | Highest governance body's role in sustainability reporting | • AR: Corporate governance report<br>• SR: Sustainability organisational structure |
| | 102-33 | Communicating critical concerns | • SR: Sustainability materiality |
| | 102-34 | Nature and total number of critical concerns | • SR: Sustainability materiality |
| | 102-35 | Remuneration policies | • AR: Corporate governance report |
| | 102-36 | Process for determining remuneration | • AR: Corporate governance report |
| | 102-37 | Stakeholders' involvement in remuneration | • AR: Corporate governance report |
| | 102-38 | Annual total compensation ratio | • AR: Corporate governance report |
| | 102-39 | Percentage increase in annual total compensation ratio | • AR: Corporate governance report |
| **Stakeholder engagement** | 102-40 | List of stakeholder groups | • SR: Consulting our stakeholders |
| | 102-41 | Collective bargaining agreements | • Not applicable |
| | 102-42 | Identifying and selecting stakeholders | • SR: Consulting our stakeholders |
| | 102-43 | Approach to stakeholder engagement | • SR: Consulting our stakeholders |
| | 102-44 | Key topics and concerns raised | • SR: Consulting our stakeholders<br>• SR: Sustainability materiality |

| Disclosure number | | Disclosure title | Reference and remarks |
|---|---|---|---|
| **Reporting practice** | 102-45 | Entities included in the consolidated financial statements | • AR: Financial statements, Note 16 |
| | 102-46 | Defining report content and topic Boundaries | • SR: Sustainability materiality |
| | 102-47 | List of material topics | • SR: Sustainability materiality |
| | 102-48 | Restatements of information | • Not applicable |
| | 102-49 | Changes in reporting | • Not applicable |
| | 102-50 | Reporting period | • SR: Scope of sustainability report |
| | 102-51 | Date of most recent report | • Not applicable |
| | 102-52 | Reporting cycle | • Annual |
| | 102-53 | Contact point for questions regarding the report | • SR: Sustainability contact |
| | 102-54 | Claims of reporting in accordance with the GRI Standards | • SR: Scope of sustainability report |
| | 102-55 | GRI content index | • SR: GRI context index |
| | 102-56 | External assurance | • No external assurance |
| **GRI 200: Economic disclosures (applicable sections only)** | | | |
| **Economic performance** | 201-1 | Direct economic value generated and distributed | • SR: Business resiliency<br>• SR: Sustainability scorecard |
| **Procurement practices** | 204-1 | Proportion of spending on local suppliers | • SR: Business resiliency<br>• SR: Sustainability scorecard |
| **Anti-corruption** | 205-3 | Confirmed incidents of corruption and actions taken | • There are no confirmed incidents of corruption. |
| **GRI 300: Environment disclosures (applicable sections only)** | | | |
| **Energy** | 302-1 | Energy consumption within the organisation | • SR: Environmental protection<br>• SR: Sustainability scorecard |
| | 302-3 | Energy intensity | • SR: Environmental protection<br>• SR: Sustainability scorecard |
| | 302-4 | Reduction of energy consumption | • SR: Environmental protection |
| **Water** | 303-5 | Water consumption | • SR: Environmental protection |
| **Emissions** | 305-1 | Direct (Scope 1) GHG emissions | • SR: Environmental protection<br>• SR: Sustainability scorecard |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | • SR: Environmental protection<br>• SR: Sustainability scorecard |
| | 305-4 | GHG emission intensity | • SR: Environmental protection<br>• SR: Sustainability scorecard |

| Disclosure number | | Disclosure title | Reference and remarks |
|---|---|---|---|
| | 305-5 | Reduction of GHG emissions | • SR: Environmental protection |
| **Waste** | 306-1 | Waste generated | • SR: Environmental protection<br>• SR: Sustainability scorecard |
| **GRI 400: Social disclosures (applicable sections only)** | | | |
| **Employment** | 401-1 | New employee hires and employee turnover | • SR: People development<br>• SR: Sustainability scorecard |
| **Occupational health and safety** | 403-1 | Occupational health and safety management system | • SR: Workplace safety |
| | 403-3 | Hazard identification, risk assessment, and incident investigation | • SR: Workplace safety |
| | 403-5 | Worker training on occupational health and safety | • SR: Workplace safety |
| | 403-9 | Work-related injuries | • SR: Workplace safety<br>• SR: Sustainability scorecard |
| | 403-10 | Work-related ill health | • SR: Workplace safety<br>• SR: Sustainability scorecard |
| **Training and education** | 404-1 | Average hours of training per year per employee | • SR: People development<br>• SR: Sustainability scorecard |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | • SR: People development |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | • SR: People development<br>• SR: Sustainability scorecard |
| **Diversity and equal opportunity** | 405-1 | Diversity of governance bodies and employees | • SR: People development<br>• SR: Sustainability scorecard |
| **Non-discrimination** | 406-1 | Incidents of discrimination and corrective actions taken | • There are no confirmed incidents of discrimination |