

Sustainability Report 2020
SUNTAR ECO-CITY LIMITED

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ABOUT THIS REPORT

Reporting Principles

This sustainability report (“Report”), published by Suntar Eco-City Limited (“Suntar Eco-City” or the “Company”) and its subsidiaries (collectively referred to as the “Group”) is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option, and in compliance with Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules 711A and 711B. We have chosen to report using the GRI standards: Core option as it is an internationally recognised reporting framework.

This Report provides insights into the way we integrate sustainability into our business operations, while highlighting our environmental, social and governance (“ESG”) factors and economic performance (collectively as “Sustainability Factors”). The four GRI Reporting Principles, namely materiality, stakeholder inclusiveness, sustainability context, and completeness, are used to define the content of this Report.

Reporting Period and Scope

This Report covers the sustainability performance of the Group for the financial year ended 31 December 2020 (“FY2020” or “Reporting Period”), unless otherwise stated. The use of standard units of measurement and conversion factors are explained in its respective sections whenever necessary. The scope of this Report will cover the following entities within our health and nutrition segment¹ (“Health and Nutrition”) and property development segment² (“Property Development”) which contributed to 100% of the Group’s revenue for FY2020 (FY2019: 100%):

Table 1. Revenue contribution

Business Segment	Entity	Revenue Contribution	
		Amount (RMB’000)	Percentage
Health and Nutrition	Xiamen DaLan Technology Co., Ltd (“Xiamen DaLan”)	22,109	99.6%
Property Development	Wuping Lan County Real Estate Development Co., Ltd (“Wuping Lanjun”).	95	0.4%
Total		22,204	100%

The Company has not sought external independent assurance for this annual sustainability report. However, we will consider seeking independent assurance in our future reports as our sustainability reporting efforts mature.

Contact Us

All questions, comments and feedback related to this Report is highly appreciated. Please contact our Executive and Finance Director, Lan Yihong, at lanyh@suntar.com.

¹ Sales of health and nutrition products to distributors in the China domestic market.

² Sales of properties to individual buyers in the China domestic market.

ABOUT SUNTAR ECO-CITY LIMITED

Suntar Eco-City is a SGX Mainboard-listed company since 2007 and incorporated in 2006 with two main business segments, comprising the health and nutrition and property development segment.

Health and Nutrition

The health and nutrition segment was established in 2020 following the execution of a capital increase agreement with North China Pharmaceutical Co., Ltd (“NCPC”) to subscribe 26% of equity interest in North China Pharmaceutical Hebei Huawei Health Industry Co., Ltd (“Huawei”). With this investment, we gained access to a wide range of health and nutrition products and built our business of distributing health and nutrition products through Xiamen DaLan.

Property Development

The property development segment is part of our investment in the eco-tourism real estate development and management business. Our main suppliers include construction contractors who provide services in building and developing Wuping Lanjun's property projects. The development of the Lan County residential project was completed in 2016 and we are in the process of selling the remaining units of the development.

BOARD STATEMENT

Dear valued stakeholders,

We are going on a journey to achieve long-term growth and create sustainable value for our stakeholders. To achieve this goal, we have considered sustainability factors as part of our strategic formulation, determined the material Sustainability Factors and overseen the management and monitoring of the material Sustainability Factors.

A sustainability policy (“SR Policy”) covering our sustainability strategies, reporting structure, materiality assessment and processes in identifying and monitoring material Sustainability Factors has been put in place and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material Sustainability Factors from time to time, taking into account the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

FY2020 overview

A summary of our sustainability performance in FY2020 is as follows:

Table 2. Sustainability factors for Suntar Eco-City

S/N	Sustainability Factor	Reporting Priority ³	Sustainability Performance
Economic			
1	Sustainable business performance	I	<ul style="list-style-type: none">Recorded revenue of RMB22.2 millionAchieved profit attributable to owners of the Company of RMB0.12 million

³ Reporting priority refers to the ranking assigned to each Sustainability Factor based on the level of concern to stakeholders and the significance of our impacts on the economy, environment and society. Refer to Materiality Assessment for further details.

S/N	Sustainability Factor	Reporting Priority ⁴	Sustainability Performance
Environmental			
2	Energy	II	Electricity consumption is 1,111kWh
3	Water	II	Water consumption is 174 tonnes
Social			
4	Employment	I	<ul style="list-style-type: none"> ▪ Percentage of female to total full-time employees is 67% ▪ New hire rate is 50% ▪ Turnover rate is 50%
5	Occupational health and safety	I	Zero workplace accident
6	Training and education	II	<ul style="list-style-type: none"> ▪ Average 27 training hours per employee ▪ 100% of employees receiving regular performance and career development reviews
Governance			
7	Robust corporate governance framework	I	Zero incident of serious offence

Impacts

We maintain a high standard of corporate governance and contribute to economic growth through creating long-term economic value for our shareholders. To create a more sustainable future, we are committed to contribute to a green economy. We communicate our vision and values to our employees by setting an example as a leader for them to follow. This Report serves as a medium to convey our green initiatives and declare our commitment to our shareholders. It also serves to convey our commitment to create a fair, safe and motivating working environment that increases productivity and raises employee morale.

Way forward

In light of the Coronavirus disease 2019 (“COVID-19” or “Pandemic”), health awareness has increased significantly amongst the general population. To capture this growing market, we are constantly exploring related business opportunities in the areas of distributing in-demand health and nutrition products.

We believe that our proactive business initiatives will tide us through this challenging period and allow us to stay on course in our sustainability journey. Our responses to the impact of the Pandemic are detailed in the relevant sections of this Report.

STAKEHOLDER ENGAGEMENT

At Suntar Eco-City, we value the inputs and recognise the concerns of our stakeholders. We affirm that for constructive engagement, accurate interpretation of stakeholder needs into corporate strategic planning is necessary. To achieve a better understanding of the different interests and needs of different stakeholders, we set up a stakeholder engagement mechanism that promotes stakeholder inclusion in the Company's decision-making process. By providing the following engagement channels, we hope to strengthen and improve relations with stakeholders:

⁴ Reporting priority refers to the ranking assigned to each Sustainability Factor based on the level of concern to stakeholders and the significance of our impacts on the economy, environment and society. Refer to Materiality Assessment for further details.

Table 3. Stakeholders and their respective engagement methods

S/N	Stakeholder	Engagement Channel	Frequency of Engagement	Key Concern Raised
1	Customers	<ul style="list-style-type: none"> ▪ Customer meetings ▪ Customer feedback 	Regularly	<ul style="list-style-type: none"> ▪ Product diversity ▪ Market presence ▪ Customer service
2	Employees	<ul style="list-style-type: none"> ▪ Employee and management meetings ▪ Internal memos ▪ Training 	Regularly	<ul style="list-style-type: none"> ▪ Equal employment ▪ Job security ▪ Career development and training opportunities ▪ Remuneration and employee benefits
		Performance assessments	Annually	
3	Government and regulatory bodies (“Regulators”)	<ul style="list-style-type: none"> ▪ Government meetings ▪ On-site visits ▪ Letters 	When needed	Corporate governance
4	Shareholders and investors (“Shareholders”)	<ul style="list-style-type: none"> ▪ Annual reports ▪ Annual general meeting 	Annually	<ul style="list-style-type: none"> ▪ Sustainable business performance ▪ Market valuation ▪ Corporate governance
		Result release	Half-yearly	
		<ul style="list-style-type: none"> ▪ Investor relations email ▪ Public announcements 	When needed	
5	Suppliers	<ul style="list-style-type: none"> ▪ Supplier feedback ▪ On-site visits 	Regularly	<ul style="list-style-type: none"> ▪ Ability to distribute products ▪ Maintain and expand brand presence

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

POLICY, PRACTICE AND PERFORMANCE REPORTING

Reporting Structure

A robust corporate governance framework with effective internal policies and practices is crucial to support a progressive corporate culture. The Board of Directors (“Board”), the highest governing body of Suntar Eco-City, leads and manages the organisation in pursuing our sustainability agenda.

Sustainability Reporting Processes

Under our SR policy, our sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised as material Sustainability Factors which are then validated. The end result of this process is a list of material Sustainability factors disclosed in this Report. Processes involved are as shown in the figure below:

Figure 1. Sustainability reporting processes



Materiality Assessment

Under our SR Policy, each Sustainability Factor is assigned a reporting priority that determines the actions required as illustrated in the table below:

Table 4. Reporting priority

Reporting Priority	Description	Criteria
I	High	Factors with high reporting priority are reported on in detail.
II	Medium	Factors with medium reporting priority are considered for inclusion in the Report. They may not be included in this Report if not material.
III	Low	Factors with low reporting priority may be reported to fulfil regulatory or other reporting requirements. They are not included in this Report if not material.

The reporting priority is supported by a material factor matrix which considers the level of concern to stakeholders ("Stakeholders' Concern") and significance of our impacts on the economy, environment and society ("Business Impact").

Performance Tracking and Reporting

We track the progress of our material Sustainability Factors by identifying the relevant data points, monitoring and measuring them. In addition, we set performance targets that are aligned with our strategy to ensure that we remain focused in our sustainability journey. We consistently seek to enhance our performance-monitoring processes and improve our data capture systems.

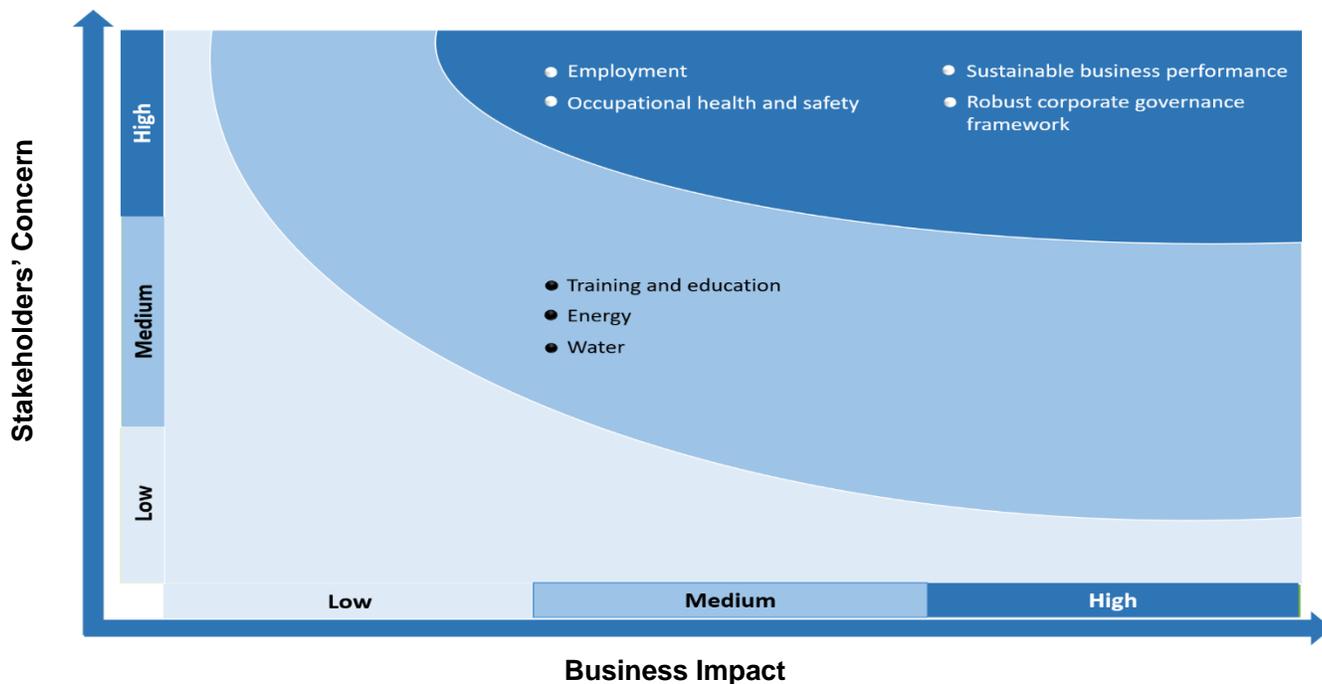
MATERIAL SUSTAINABILITY FACTORS

In identifying the material Sustainability Factors, we performed an analysis applying the GRI principles to identify top materiality trends and issues significant to the business and stakeholders. We conducted a materiality review to reassess the existing material Sustainability Factors for disclosure. Presented below is a list of material Sustainability Factors and material factor matrix applicable to the Group:

Table 5. Material Sustainability Factors for Suntar Eco-City

S/N	Material Sustainability Factor	Reporting Priority	Key Stakeholder
Economic			
1	Sustainable business performance	I	Shareholders, customers, suppliers
Environmental			
2	Energy	II	Shareholders
3	Water	II	Shareholders
Social			
4	Employment	I	Employees
5	Occupational health and safety	I	Employees
6	Training and education	II	Employees
Governance			
7	Robust corporate governance framework	I	Shareholders, regulators

Figure 2. Material factor matrix



We will update the material Sustainability Factors on an annual basis to reflect changes in business operations, environment, stakeholders' feedback and sustainability trends. The details of each material Sustainability Factor are presented as follows:

MATERIAL SUSTAINABILITY FACTORS: ECONOMIC

Sustainable Business Performance

We are committed to review and manage the concerning and disruptive challenges from the Pandemic and to formulate plans and strategies to mitigate the financial impact to the Group.

For FY2020, we recorded a revenue of RMB22.2 million (FY2019: RMB3.3 million). The increase in revenue is mainly due to the revenue generated from the health and nutrition segment as the health awareness amongst the general population has increased in light of the Pandemic. For the property development business segment, sale of the remaining units in the Lan County property project is expected to continue to contribute to our revenue.

We reported a profit attributable to owners of the Company of RMB0.12 million during the Reporting Period (FY2019: RMB0.03 million). Due to the lower initial gross profit margin we have set for the health and nutrition segment as we attempt to capture market share, the increase in profit attributable to owners of the Company is less than proportional to the significant increase in revenue. We are exploring new opportunities in the bottled water segment and leverage on Huawei's extensive product portfolio to expand our health and nutrition business segment.

Details of our economic performance can be found in the audited financial statements of the Annual Report.

MATERIAL SUSTAINABILITY FACTORS: ENVIRONMENTAL

Energy

As the adverse impacts of climate change are surfacing, we focus on adopting measures such as improving energy-saving initiatives in our part to secure our future and the environment. We aim to ensure that our business operations maximise energy use efficiency and reduce our contribution to greenhouse gas emissions.

To achieve this goal, our sustainable efforts include the provision of training and staff manuals to highlight and educate our employees on energy conservation practices as well as attaching reminder posters around the office.

The comparison of year-to-year electricity consumption is shown in the table below:

Table 6. Energy consumption within the Group.

Energy Type	2019	2020
Electricity (kWh)	1,092	1,111

Water

We recognise the importance to manage our water consumption efficiently to avoid the depletion of valuable water resources. Our initiatives in this area include performing regular tracking of water consumption and taking corrective actions when there are unusual consumption patterns.

A year-to-year comparison of water consumption is shown in the table below:

Table 7. Water consumption within the Group.

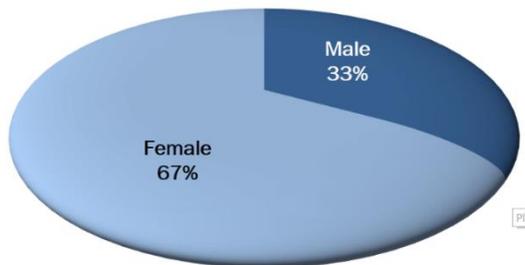
Water Source	2019	2020
Municipal Water (Tonnes)	166	174

MATERIAL SUSTAINABILITY FACTORS: SOCIAL

Employment

We recognise that our employees are our greatest asset. We are committed to the goals of diversity and equal opportunity in employment by implementing fair employment practices during the hiring process and ensuring non-discrimination against employees. We have zero (FY2019: zero) reported incident of unlawful discrimination⁵ against employees during the Reporting Period. As at 31 December 2020, we have a total number of 6 (FY2019: 5) full-time employees. On gender diversity, the percentage of female to total full-time employees is 67% (FY2019: 40%).

Figure 3. The employee gender breakdown for the Group



New Hires and Turnover

Employee turnover affects our productivity and performance. We believe that a low turnover ratio translates to job and employee satisfaction, successful retention of our talents and improves the Group's performance. We also believe that new hires bring new ideas and fresh perspectives to the business. Despite the uncertainty of the future economy and regulations posed by the Pandemic, we will work towards retaining our current pool of talents.

A year-to-year comparison of employment data is shown in the table below:

Table 8. Employment data

Employment	2019	2020
Total employee	5	6
New hire rate	No new hire	50%
Turnover rate	No turnover	50%

⁵ Unlawful discrimination refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to the Company.

The increase in the new hire and turnover rate is mainly due to the set-up of health and nutrition segment in 2020. Given our lean workforce during the transitional period, a small fluctuation in hiring and turnover in staff will have a significant impact on the above data points. We will constantly work towards improving talent retention.

Employee Benefits

We assure to take care of our employees' wellness and achieve greater employee engagement by offering incentives and benefits. Setting the right incentive culture that meets their needs encourages and motivates them to strive for better performance. Figure 4 below lists our employee benefits in place, including healthcare plans, disability and invalidity coverage, parental leave, and additional benefits.

Figure 4. Summary of employee benefits



Occupational Health and Safety

We prioritise the well-being of our employees and maintain an organisational culture of safety in the working place.

There is no workplace accident reported in FY2020 (FY2019: zero workplace accident). Nevertheless, we constantly make efforts to enhance workplace safety and health, focus on raising awareness using the best practices such as educating and promoting safe behaviours.

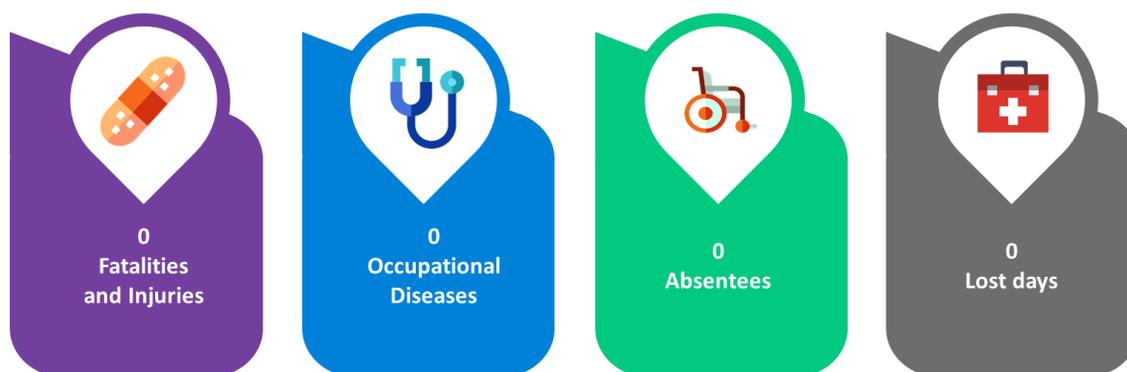
To stress the importance of compliance with workplace safety standards, we implemented initiatives such as mandating requirements for all new and existing employees to attend pre-employment safety training. Through such an initiative, employees are trained to proactively identify and raise existing and potential hazards that are present in the workplace.

We abide by the PRC's Labour Law and use it as a guidance to ensure that our employees work under high health and safety standards, thus creating a safe and comfortable working environment for them to perform at their best.

As employees are key to the Group's sustainable development, the following measures are implemented to protect the health and safety of our employees during the Pandemic:

- Develop and implement COVID-19 Emergency Response Plan to guide employees about the actions to be taken during the Pandemic and raise awareness about COVID-19;
- Set up an Emergency Response Team as the key contact point for COVID-19 related matters;
- Provide personal protective equipment (such as masks, gloves and hand sanitisers);
- Perform temperature screening for employees daily;
- Provide emergency vehicles to evacuate employees in the event of a reported incident; and
- Disinfect our workplace regularly.

Figure 4. Occupational health and safety performance for FY2020

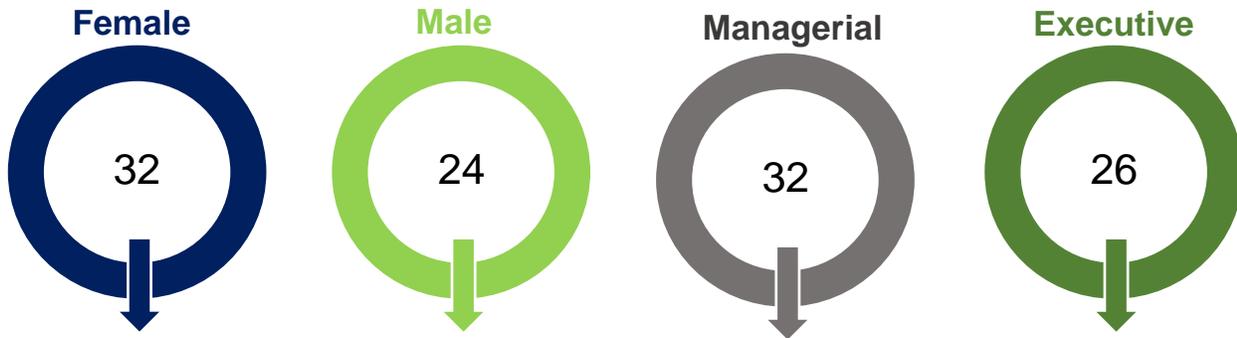


Training and Education

We believe that the future growth and success of the Group are interrelated with employees' growth and development. For us to reach optimum levels of success, we believe that strategic investments in employee development to improve employee competencies are essential.

To support employees' personal growth and professional advancement, we provide the necessary resources required to hone their skills. We aim to grow our employees through setting up a learning culture. Over the years, we have conducted extensive hours of training and during the Reporting Period, we achieved an average of 27 (FY2019: 32) hours per employee. The figure below provides a breakdown of the number of employee training hours by gender and employee category.

Figure 5. Average training hours per employee by gender and employee category



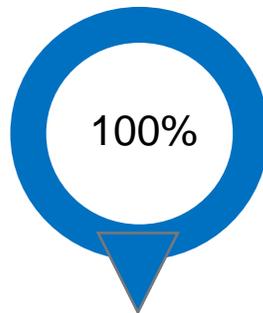
In FY2020, we have achieved an average of 27 training hours per employee.

Training programs offered to our employees include an in-house orientation for new hires and employees undergoing a transfer. For existing employees, training programs are in place to upgrade their professional skills in areas such as functional skills and product knowledge.

Performance Management

We aim to maintain a transparent work environment where the management can deliver organisational goals and employees recognised for their achievements. To fulfil these objectives, a performance management system is implemented to assist Management in tracking employee performance and reward them with compensation. We conduct quarterly performance check-ins and annual performance reviews and career development sessions for all employees.

Figure 6. Percentage of employees receiving regular performance and career development reviews



100% employees receive regular performance and career development reviews

In assessing employees' performance, reviews are conducted monthly by two appointed supervisors. The key performance indicators, evaluation criteria and benchmark are communicated in advance to our employees to facilitate achievements. The average of assessment scores by the two appointed supervisors determines the bonus amount for the month which is distributed following the review. To motivate employees and build a high-performance culture, appraisal results are shared with the employees and constructive feedback is shared for improvements.

Employees are also awarded based on an annual performance review. At the end of the year, a comprehensive review is conducted and submitted to the Human Resource department, which is responsible for bonus calculation set by the management.

MATERIAL SUSTAINABILITY FACTORS: GOVERNANCE

Robust Corporate Governance Framework

A robust corporate governance framework with effective internal policies and practices is crucial to support a progressive corporate culture. The 2018 Code of Corporate Governance is used as a guide to support our effort to uphold high standards of governance in our business operations. The Board has delegated and entrusted responsibilities to three subcommittees, namely the Audit Committee, Nominating Committee and Remuneration Committee.

We are committed to uphold ethical business practices and maintain a strong reputation as an ethical company by complying with the Criminal and Anti-Money Laundering laws of the PRC. This approach ensures adherence with relevant laws and regulations related to insider trading, fraud, bribery and extortion. To reinforce anti-corruption practices, we have provided employees with relevant handbooks and training on the consequences of such unethical practices.

We have also implemented a whistle-blowing policy to encourage unethical conduct reporting in the workplace. Reporting channels are available and provided through confidential emails sent out to all employees on the procedures for reporting violation of laws and misconduct. Internal audit on accounting and finance, management and third-party services are conducted periodically to check compliance with internal policies and external regulations.

In dealing with interested persons transactions, the Board oversees the review and approval procedures of this process. To prevent insider trading when dealing in securities, the directors and employees are all required to follow the insider trading laws.

During the Reporting Period, we have zero (FY2019: zero) reported incident of serious offence ⁶.

TARGET SETTING

For the Sustainability Factors identified, we have set targets for FY2021 as follows:

Table 9. Targets set for Sustainability Factors identified

S/N	Sustainability Factor	Target for FY2021
Economic		
1	Sustainable business performance	Maintain or improve our financial performance subject to market conditions
Environmental		
2	Energy	Maintain or reduce energy consumption
3	Water	Maintain or reduce water consumption
Social		
4	Employment	Maintain zero incident of unlawful discrimination against employees
5	Occupational health and safety	Maintain zero incident of workplace injuries
6	Training and education	<ul style="list-style-type: none"> ▪ Maintain or improve training hours per employee ▪ Maintain the percentage of employees who received regular performance and career development review
Governance		
7	Robust corporate governance framework	Maintain zero incident of serious offence

⁶ Refers to an incident whereby the relevant authority has commenced investigation and resulted in a penalty to the Company.

GRI CONTENT INDEX

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102-2	Activities, brands, products and services	SR 20 > About Suntar Eco-City Limited	4 of SR 20
102-3	Location of headquarters	<ul style="list-style-type: none"> ▪ Annual Report 2020 ("AR 20") > Corporate Information ▪ AR 20 > Report and Financial Contents > Notes to Financial Statements > General Information 	3 of AR 20 42 of AR 20
102-4	Location of operations	<ul style="list-style-type: none"> ▪ SR 20 > About This Report ▪ SR 20 > About Suntar Eco-City Limited ▪ AR 20 > Report and Financial Contents > Notes to Financial Statements > Operating Segments 	3 of SR 20 4 of SR 20 74 – 77 of AR 20
102-5	Ownership and legal form	<ul style="list-style-type: none"> ▪ SR 20 > About Suntar Eco-City Limited ▪ AR 20 > Report and Financial Contents > Notes to Financial Statements > General Information ▪ AR 20 > Report and Financial Contents > Notes to Financial Statements > Subsidiaries ▪ AR 20 > Report and Financial Contents > Notes to Financial Statements > Associate ▪ AR 20 > Report and Financial Contents > Statistics of Shareholdings 	4 of SR 20 42 of AR 20 64 of AR 20 65 of AR 20 82 - 83 of AR 20
102-6	Markets served	<ul style="list-style-type: none"> ▪ SR 20 > About This Report ▪ SR 20 > About Suntar Eco-City Limited ▪ AR 20 > Report and Financial Contents > Notes to Financial Statements > Operating Segments 	3 of SR 20 4 of SR 20 74 – 77 of AR 20
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102-8	Information on employees and other workers	SR 20 > Material Sustainability Factors: Social > Employment	10 of SR 20
102-9	Supply chain	SR 20 > About Suntar Eco-City Limited	4 of SR 20
102-10	Significant changes to the organisation and its supply chain	SR 20 > About Suntar Eco-City Limited	4 of SR 20
102-11	Precautionary Principle or approach	None	-
102-12	External Initiatives	None	-
102-13	Membership of associations	None	-
Strategy			
102-14	Statement from senior decision-maker	SR 20 > Board Statement	4 – 5 of SR 20

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Ethics And Integrity			
102-16	Values, principles, standards and norms of behaviour	<ul style="list-style-type: none"> ▪ SR 20 > Material Sustainability Factors: Governance > Robust Corporate Governance Framework ▪ AR 20 > Corporate Governance > Corporate Governance Report 	14 of SR 20 9 – 27 of AR 20
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102-18	Governance structure	<ul style="list-style-type: none"> ▪ SR 20 > Policy, Practice and Performance Reporting > Reporting Structure ▪ SR 20 > Material Sustainability Factors: Governance > Robust Corporate Governance Framework ▪ AR 20 > Corporate Governance > Corporate Governance Report 	6 of SR 20 14 of SR 20 9 – 27 of AR 20
Stakeholder Engagement			
102-40	List of stakeholder groups	SR 20 > Stakeholder Engagement	5 – 6 of SR 20
102-41	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements	-
102-42	Identifying and selecting stakeholders	SR 20 > Stakeholder Engagement	5 – 6 of SR 20
102-43	Approach to stakeholder engagement	SR 20 > Stakeholder Engagement	5 – 6 of SR 20
102-44	Key topics and concerns raised	SR 20 > Stakeholder Engagement	5 – 6 of SR 20
Reporting Practice			
102-45	Entities included in the consolidated financial statements	AR 20 > Report and Financial Contents > Notes to Financial Statements > Subsidiaries	64 of AR 20
102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> ▪ SR 20 > About This Report > Reporting Principles ▪ SR 20 > Policy, Practice and Performance Reporting > Sustainability Reporting Processes 	3 of SR 20 6 – 7 of SR 20
102-47	List of material topics	SR 20 > Material Sustainability Factors	8 of SR 20
102-48	Restatements of information	None	-
102-49	Changes in reporting	<i>Sustainability Factors added:</i> <ul style="list-style-type: none"> ▪ SR 20 > Material Sustainability Factors: Economic > Sustainable Business Performance ▪ SR 20 > Material Sustainability Factors: Governance > Robust Corporate Governance Framework 	9 of SR 20 14 of SR 20
102-50	Reporting period	SR 20 > About This Report > Reporting Period and Scope	3 of SR 20
102-51	Date of most recent report	Sustainability Report 2019	-
102-52	Reporting cycle	SR 20 > About This Report > Reporting Period and Scope	3 of SR 20
102-53	Contact point for questions regarding the report	SR 20 > About This Report > Contact Us	3 of SR 20
102-54	Claims of reporting in accordance with the GRI Standards	<ul style="list-style-type: none"> ▪ SR 20 > About This Report > Reporting Principles ▪ SR 20 > GRI Content Index 	3 of SR 20 15 – 17 of SR 20
102-55	GRI content index	SR 20 > GRI Content Index	15 – 17 of SR 20
102-56	External assurance	The Company has not sought external independent assurance for this Report. However, we may consider doing so in future reports as our sustainability reporting efforts mature.	-

GRI Standard & Disclosure Title		Section Reference	Page
Management Approach			
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103-2	The management approach and its components	<ul style="list-style-type: none"> ▪ SR 20 > Board Statement ▪ SR 20 > Policy, Practice and Performance Reporting ▪ SR 20 > Material Factors ▪ SR 20 > Material Sustainability Factors: Economic ▪ SR 20 > Material Sustainability Factors: Environmental ▪ SR 20 > Material Sustainability Factors: Social ▪ SR 20 > Material Sustainability Factors: Governance ▪ SR 20 > Target Setting 	4 – 5 of SR 20 6 – 7 of SR 20 8 of SR 20 9 of SR 20 9 - 10 of SR 20 10 - 13 of SR 20 14 of SR 20 14 of SR 20
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> ▪ SR 20 > Material Sustainability Factors ▪ SR 20 > Material Sustainability Factors: Economic ▪ SR 20 > Material Sustainability Factors: Environmental ▪ SR 20 > Material Sustainability Factors: Social ▪ SR 20 > Material Sustainability Factors: Governance 	8 of SR 20 9 of SR 20 9 - 10 of SR 20 10 - 13 of SR 20 14 of SR 20
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201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> ▪ SR 20 > About This Report > Reporting Period and Scope ▪ SR 20 > Material Sustainability Factors: Economic > Sustainable Business Performance ▪ AR 20 > Financial Highlights ▪ AR 20 > Report and Financial Contents > Statements of Financial Position ▪ AR 20 > Report and Financial Contents > Consolidated Statement of Profit or Loss and Other Comprehensive Income 	3 of SR 20 9 of SR 20 8 of AR 20 37 of AR 20 38 of AR 20
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401-1	New employee hires and employee turnover	SR 20 > Material Sustainability Factors: Social > Employment > New Hires and Turnover	10 – 11 of SR 20
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 20 > Material Sustainability Factors: Social > Employment > Employee Benefits	11 of SR 20
403-9	Work-related injuries	SR 20 > Material Sustainability Factors: Social > Occupational Health and Safety	12 of SR 20
404-1	Average hours of training per year per employee	SR 20 > Material Sustainability Factors: Social > Training and Education	12 – 13 of SR 20
404-3	Percentage of employees receiving regular performance and career development reviews	SR 20 > Material Sustainability Factors: Social > Training and Education > Performance Management	13 of SR 20
405-1	Diversity of governance bodies and employees	SR 20 > Material Sustainability Factors: Social > Employment	10 – 11 of SR 20
406-1	Incidents of discrimination and corrective actions taken	SR 20 > Material Sustainability Factors: Social > Employment	10 – 11 of SR 20