

AMPLEFIELD LIMITED

Sustainability Report FY2023

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Message from the Board

Dear Stakeholders,

The Board of Directors (the “Board”) is pleased to present Amplefield Limited (the “Company”) and its subsidiaries (the “Group”) FY2023 Sustainability Report (the “Report”) for the financial year ended 30 September 2023. The Board, headed by the Chairman, oversees the direction of sustainability efforts of the Group and the management of sustainability issues.

The Report highlights our sustainability actions and progress over the year in four key areas (i) Health and Safety, (ii) Environment, (iii) our People, and (iv) Contribution to Industry and Community, which in our assessment, are the most significant to our stakeholders.

The Report is prepared in accordance with guidelines and standards issued by the Global Sustainability Standards Board (“GSSB”), as set out in their Global Reporting Initiative Standards “Core” option (“GRI Standards”) and the requirements of Rule 711B of the Singapore Exchange Securities Trading Limited (the “SGX-ST”) Listing Manual Section B: Rules of Catalist (“Catalist Rules”) in preparing the Company’s sustainability report. We have employed the principles of stakeholder inclusiveness, sustainability context, materiality and completeness in order to deliver a comprehensive report to the public. We have applied the GRI principles of accuracy, balance, clarity, comparability, reliability and timeliness. No external assurance was sought for this report.

We hope that the adoption of GRI Standards will make our reporting more systematic and comprehensive and increase its relevance to stakeholders and affirms our commitment to sustainability issues.

The Group adopts a phased approach in climate risk disclosures and will work towards full mandatory reporting in the FY2024 sustainability report. Meanwhile, the Group’s operations currently do not generate significant amounts of greenhouse gases emission to justify the costs of measuring the emission numbers. We have disclosed the greenhouse emission numbers in the Environmental Protection section of this Report.

As part of our environmental conservation effort, we would not be distributing physical copies of our Report. This Report will be accessible through our Company’s website: <https://www.amplefield.com> as well as on Singapore Exchange Network (“SGXNET”). Please address all feedback via email to investor_relations@amplefield.com or by mail to our registered office at 101A, Upper Cross Street, #11-16 People’s Park Centre, Singapore 058358.

Sincerely,

For and on behalf of the Board

Mr Albert Saychuan Cheok

Chairman

22nd January 2024

Sustainability Story

We are firmly committed to embracing and adopting the goal of sustainable development as an integral part of our business and operations to create positive impacts for the society and community.

The Group was founded in 1989 and has been listed on the Singapore Exchange Catalist since 2016. The controlling shareholders who have direct or deemed interests in the Group are Dato Sri Yap Teiong Choon and Datin Sri Phan Foo Beam. Headquartered in Kuala Lumpur, the Group has operations located across South East Asia – Kuala Lumpur in Malaysia, Johor Bahru in Malaysia, Lipa & Malvar Batangas in the Philippines and Ho Chin Minh in Vietnam.

The Executive Directors and key management team are directly involved in the identification, planning and execution of our key sustainability components. A sustainability task force (the “Task Force”) has been formed to drive our sustainability initiatives. This Task Force comprises Directors, executives and a general manager. The Task Force is overseen by an Executive Director, who reports to the Board.

This Report covers the Group’s activities from 1 October 2022 to 30 September 2023 (the “Reporting Period” or “FY2023”) and is published on an annual basis. This Report covers all active subsidiaries of the Company: Amplefield Development Inc. (“ADI”), Amplefield Facilities Sdn. Bhd. (“AF”) and Niche Properties Sdn Bhd (“NPSB”).

The Report summarises the Group’s key sustainability issues, management approaches as well as related performance across the Group’s operations. The Report has been prepared in accordance with Rules 711A and 711B of the Catalist Rules, along with the Global Reporting Initiative Standards (“GRI Standards”). The GRI Standards is the most widely adopted global sustainability reporting standard and offers a structured framework for organisations to report on their economic, environmental and social performance and impacts.

The Group’s material topics are identified based on the impacts on its stakeholders, as outlined in the Stakeholder Engagement section of this Report. For detailed information on the relevant topics and reference of the GRI Standards please refer to the GRI Index Page. This Report supplements the Group’s FY2023 Annual Report. They are both available online at <https://amplefield.com>. We are committed to listening to our stakeholders and we look forward to their feedback. Please send any feedback to: enquiry@amplefield.com. The Task Force deliberated and assessed that an independent external assurance is not necessary at this juncture. The Group will explore possibilities of an internal assurance in the next reporting year.

This Report has been reviewed by the Company’s sponsor, PrimePartners Corporate Finance Pte. Ltd. (the “Sponsor”). This Report has not been examined or approved by the Singapore Exchange Securities Trading Limited (the “SGX-ST”) and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

The contact person for the Sponsor is Ms Ng Shi Qing, 16 Collyer Quay, #10-00 Collyer Quay Centre, Singapore 049318, sponsorship@ppcf.com.sg.

Sustainability Targets

We will continue to emphasize on creating a safe working environment for our employees and stakeholders and endeavor for zero-incident rates. We hope to maintain our minimum record of work-related injuries for the Financial Year ending 30 September 2024 (“FY2024”). We have a trained and accredited Safety Officer in the Philippines to ensure that all safety procedures are implemented and to assist in conducting earthquake and fire drills for the staff at our properties there. Our Safety Officer is also responsible for our COVID-19 mitigation measures, which includes the wearing of masks, sanitizing of premises and compliance with all regulations set out from time to time by the relevant local authorities such as the PEZA LTC-SEZ. Open communications were maintained with tenants and relevant information is quickly disseminated to all stakeholders. Our tenants had complied with the requirements to conduct earthquake and fire drills on their premises as required by the Bureau of Fire Protection (“BFP”) in FY2023. We will ensure that these drills will continue to be carried out on a periodic basis.

In FY2023, our trained and accredited Pollution Control Officer (“PCO”) continues to ensure that all forms of pollutants are minimised and environmental standards are met by our industrial tenants. Meanwhile, we will continue to promote the usage of energy saving LED lighting devices across our facilities as far as practicable. We aim to maintain zero cases of incidents resulting in employee fatality or disability in FY2024, as well as maintain one contractor to be ISO-certified and comply fully with the occupational health and safety laws.

The Group will maintain and uphold the good practices that are relevant to the industry we operate in and will continually monitor the environmental impacts of our operations as well as to ensure the safety of our employees through a good working environment.

In FY2024, we have set plans to install solar-powered road markers and streetlights around our premises. We target to install more than 300 green energy road markers stretching more than 500 meters and replace 3 out of 16 streetlights in our SME Park in the Philippines. In terms of employee turnover, we have set a target for Turnover Rate not exceeding 20% for FY2024. We will also endeavour to increase the participation rate of women and younger staff among our workforce. For employee training and education, we aim to have 80% of our employees to receive annual performance and career development reviews in the next reporting year. We have also set a target of 100 hours of training for all our employees or average of 4.3 hours of training per employee for FY2024.

Sustainability Governance

The Board drives the sustainability agenda and considers key sustainability issues as part of its strategic formulation. The Risk Management Committee (“RMC”), led by one of the Executive Directors and consisting of members from key management, executes, implements and formalises sustainability policies and procedures across the Group. The RMC also reviews and recommends sustainability strategies, policies and other significant matters. It determines and identifies the material environment, social and governance factors and oversees the management and monitoring of these factors. The RMC gives regular updates to the Board to enable them to monitor progress and development.

Some of the climate-related risks identified by the RMC are typhoons, storms and floods that could significantly impact our business operations in locations in the Philippines. We mitigate these risks by

conducting a maintenance program to ensure that our roofing areas are waterproof and roof gutters are not blocked. We have an upgrading program where we enhanced the durability of the roof gutters by replacing them with stainless steel materials. The Group also has in place a comprehensive risk management framework.

Stakeholder Engagement

Engaging with stakeholders is a crucial part of enhancing and sustaining effective business operations of the Group. We endeavour to build closer relationships with our diverse stakeholders to ensure that their needs and concerns are considered when shaping and developing sustainability initiatives and strategies. This is achieved through regular and timely engagements by various means and channels.

Engagement with stakeholders occurs through diverse communication channels like online platforms, meetings, seminars and face-to-face interactions. Our key stakeholders and their engagement details are presented in the stakeholder engagement table below:

The following table illustrates the engagement activities and expectations with key concerns of the respective stakeholder groups.

Stakeholders	Area of Concern	Means of Engagement	Frequency of Engagements	Section Reference
Employees	<ul style="list-style-type: none"> • Remuneration and benefits • Training and development • Ethics and conduct • Diversity and fair employment • Health and safety 	<ul style="list-style-type: none"> • Performance appraisal • Training and education • Whistle blowing mechanism • Regular email communication 	<ul style="list-style-type: none"> • Annual • Year round • Annual • Year round 	<ul style="list-style-type: none"> • Ethics and Integrity • Health and Safety • Our People
Suppliers and Contractors	<ul style="list-style-type: none"> • Health and safety • Environmental compliance • Social compliance 	<ul style="list-style-type: none"> • Site inspections and site meetings • Supplier and contractors' evaluation 	<ul style="list-style-type: none"> • Annual • Annual • Annual 	<ul style="list-style-type: none"> • Environment Protection • Health and Safety • Ethics and Integrity

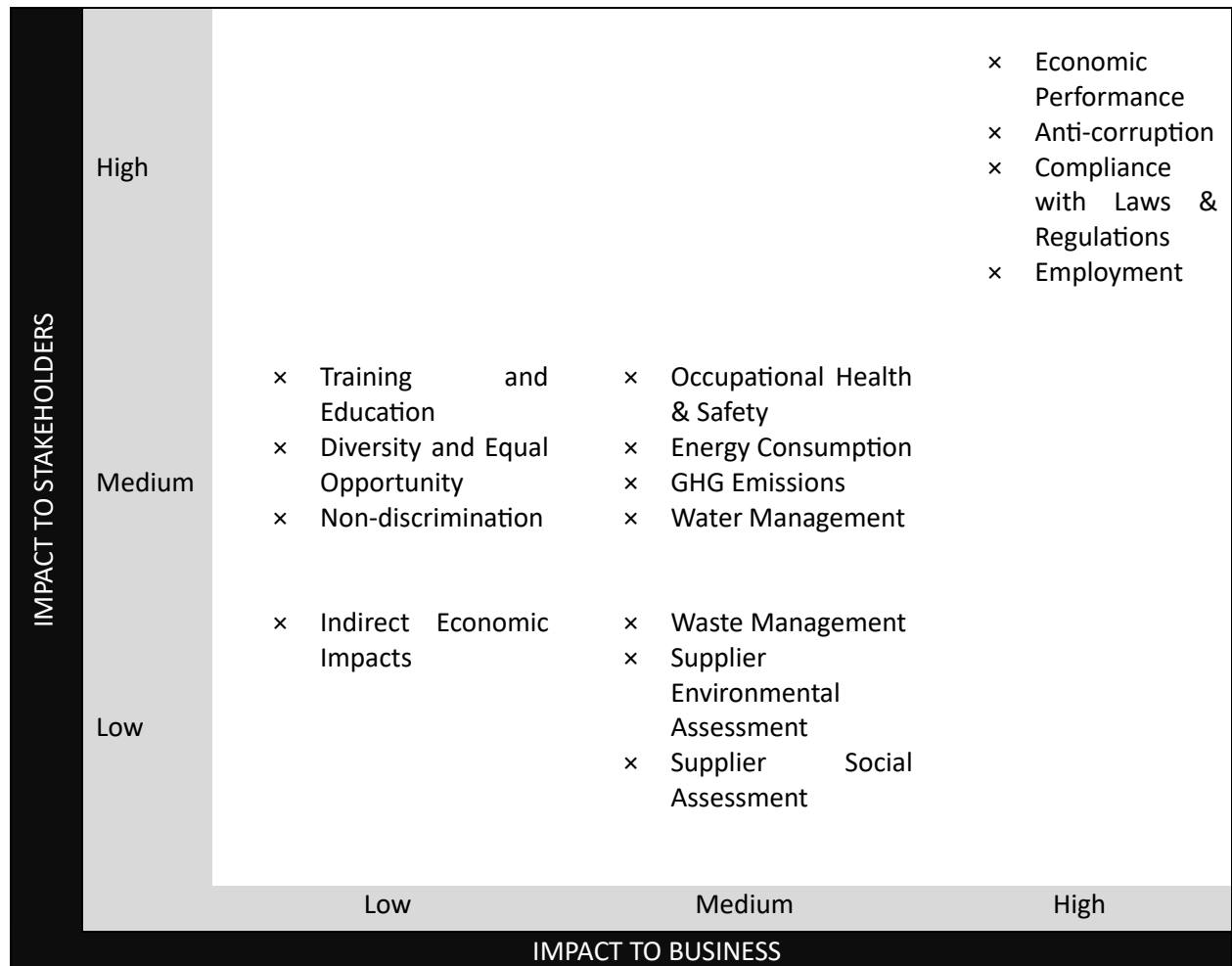
		<ul style="list-style-type: none"> • Whistle blowing mechanism 		
Governments and regulators	<ul style="list-style-type: none"> • Anti-corruption • Employment practices • Health and safety 	<ul style="list-style-type: none"> • Licensing • Site inspection 	<ul style="list-style-type: none"> • Annual • Annual 	<ul style="list-style-type: none"> • Environment Protection • Health and Safety
Community	<ul style="list-style-type: none"> • Environmental and social compliance • Regulatory and industrial requirements 	<ul style="list-style-type: none"> • SGX announcements • Annual reports • Sustainability reports • Whistle blowing mechanism 	<ul style="list-style-type: none"> • Half-yearly • Annual • Annual • Annual 	<ul style="list-style-type: none"> • Our People • Environment Protection • Contribution to Our Industry and Caring of Our Community • Ethics and integrity
Shareholders and investors	<ul style="list-style-type: none"> • Economic performance • Anti-corruption 	<ul style="list-style-type: none"> • SGX announcements • Annual reports • Investor relations management • Sustainability reports • Whistle blowing mechanism 	<ul style="list-style-type: none"> • Half-yearly • Annual • Half-yearly • Annual • Annual 	<ul style="list-style-type: none"> • Ethics and Integrity • Contribution to Our Industry and Caring of Our Community

Materiality Assessment

We evaluated our existing material topics with our internal and external stakeholders to ensure the relevance of these topics. The materiality assessment mapped the existing topics identified in the previous year against SGX’s latest guidance on sustainability reporting and the GRI Standards, narrowing down the material issues that are most relevant to our business and key stakeholders.

From the above exercise, we identified 15 material topics which are of utmost significance to us. The table outlining the material topics and the revised materiality matrix are shown as below.

ECONOMIC
Economic Performance (GRI 201-1)
Indirect Economic Impacts (GRI 203-2)
GOVERNANCE
Anti-corruption (GRI 205-1, 205-2, 205-3)
Compliance with Laws and Regulations (GRI 2, Disclosure 2-27)
ENVIRONMENTAL
Energy Consumption (GRI 302-1, 302-3)
Water Management (GRI 303-5)
Greenhouse Gas (“GHG”) Emissions (GRI 305-1, 305-2, 305-4)
Waste Management (GRI 306-3)
Supplier Environmental Assessment (GRI 308-1)
SOCIAL
Occupational Health and Safety (GRI 403-1, 403-2)
Employment (GRI 401-1, 401-2, 401-3)
Training and Education (GRI 404-1, 404-3)
Diversity and Equal Opportunity (GRI 405-1)
Non-discrimination (GRI 406-1)
Supplier Social Assessment (GRI 414-2)



Economic Performance

(GRI 201-1)

Our economic performance is of crucial importance to our stakeholders, particularly our investors and employees.

In FY2023, we recorded revenue of approximately S\$8,622,000. Our performance was affected by an allowance of \$2.9 million for expected credit loss on certain receivables of a subsidiary company which have not been collected for some time and the management deemed it prudent to make this allowance in FY2023. Due to the above allowance for expected credit loss, the Group made a loss before tax of \$1.6 million.

Please refer to Chairman's Statement on page 3 and the Group's financial statements on pages 42 to 90 of the Company's Annual Report 2023 for further information.

The Group operates in three major segments: (i) property development; (ii) engineering procurement and construction management services; and (iii) facilities provider and investment.

Presently, the Group operates and maintains a small and medium enterprise ("SME") Park in Batangas, Philippines whereby it provides facilities to export manufacturers in a free trade zone, and a block of 6-storeys shop-office in Kuala Lumpur as investment properties for recurring rental income.

Revenue and Net Profit				
	Unit	FY2021	FY2022	FY2023
Revenue	SGD '000	3,121	12,176	8,622
Profit / Loss After Tax	SGD '000	438	-5,319	-1,649
Economic Value Distributed				
	Unit	FY2021	FY2022	FY2023
Total Economic Value Distributed	SGD '000	2,848	17,853	11,709
Operating Costs	SGD '000	1,982	16,758	10,444
Employee Wages and Benefits	SGD '000	768	845	962
Payments to providers of capital	SGD '000	16	159	215
Payments to government by country	SGD '000	82	91	88
Community investments	SGD '000	0	0	0

Indirect Economic Impacts

(GRI 203-2)

Contribution to Industry Practice

We have successfully pioneered, developed, managed and operated the concept of an SME Park in the Philippines. This concept involves an aggregation of small and medium sized manufacturers to support the big multinational companies within the free trade zone itself, providing them with warehousing facilities,

utilities and security. Together as a whole, we have created better linkage in the supply chain in the export manufacturing sector by enabling closer proximity between the SMEs, facilities and customers in the Philippines.

Ethics and Integrity

Anti-corruption

(GRI 205-1, 205-2, 205-3)

The Group takes a strong stance against corruption and malpractice and does not tolerate any impropriety or wrongdoing by employees in the course of their employment. We have maintained zero cases of corruption in FY2023.

During the year we have assessed our significant operations for risks related to corruption by using criteria such as location and activity in our risk assessment for corruption. This helped us understand areas where the risks were perceived to be higher and allowed us to employ preventive measures where necessary. We have communicated with and trained our employees to identify what may constitute towards an act of corruption and the steps they should take when faced with such a situation.

The Group will continue to be vigilant in its anti-corruption program. In FY2024, we hope to maintain our zero record of corruption cases, continue to promote our governing policies and cultivate an anti-corruption and anti-bribery environment and awareness for our employees.

Percentage of operations assessed for corruption-related risks				
		FY2021	FY2022	FY2023
Number of operations assessed for corruption-related risks as at the end of Reporting Period		4	4	3
Total number of operations as at the end of Reporting Period		4	4	3
Percentage		100%	100%	100%
Percentage of employees who have received training on anti-corruption by employee category				
	Unit	FY2021	FY2022	FY2023
Management	Number of received	6	7	8
	Total number of this category	7	8	8
	Percentage	86%	87%	100%
Staff (excluding the Management)	Number of received	5	5	7
	Total number of this category	19	16	15
	Percentage	26%	31%	47%

Confirmed incidents of corruption and action taken			
	FY2021	FY2022	FY2023
Number of confirmed incidents	0	0	0

Compliance with Laws and Regulations

(GRI 2, Disclosure 2-27)

Personnel Policy and Whistleblowing Policy

The Group is committed to a high ethical standard across its range of operations and business activities. We have adopted a Personnel Policy to ensure high standards of corporate governance and our emphasis on professionalism and ethics. The conflict-of-interest policy is part of our Personnel Policy. All employees are required to make declarations of their interests with any of the stakeholders of the Group. The Personnel Policy also includes our whistle-blowing policy, and the Audit Committee has developed and approved whistleblowing procedures for the Group. Employees of the Group and any other persons may, in confidence, raise concerns about possible improper financial reporting or other matters to the Chairman of the Audit Committee. The appropriate follow up and independent investigations of such matters will then be carried out. Potential whistleblowers are provided with an additional channel of communication with the Group via email at whistleblower@amplefield.com. The Group has maintained zero whistleblowing reports in FY2023.

All personnel and employees are required to read, understand and comply with our Personnel Policy. Governance body members and employees are required to attend the requisite and appropriate training to equip them for their work and responsibilities. Disciplinary actions will be meted out on personnel who violate the code of conduct stipulated in the Personnel Policy. There were no violations in FY2023. We have implemented our website at URL <https://amplefield.com> where complainants or whistle-blowers may contact us if they have any grounds to lodge a complaint.

Interested Party/Person Transactions

The Group is required to comply with the relevant rules under Chapter 9 of the Catalist Rules for interested person transactions. All interested person transactions will be properly documented and submitted to the Audit Committee for review to ensure that they are carried out on an arm's length basis, on normal commercial terms and are not prejudicial to the interests of the shareholders of the Company.

Dealing in Securities

In line with Rule 1204 (19) of the Catalist Rules on Dealings in Securities, the Group notifies its Directors and employees to refrain from dealings in the securities of the Group from one month before the announcement of the half-year financial statements, and one month before the announcement of the Group's full-year financial statements, ending on the date of the announcement of such results. Under the Code of Conduct, the Directors and employees are expected to observe insider trading laws at all times when dealing with the Group's securities. In addition, the Directors of the Group are not to deal in the securities of the Group on short term considerations.

Environmental Protection

Energy Consumption

(GRI 302-1, 302-3)

As part of our energy conservation efforts, we have promoted the usage of energy-saving Light-Emitting Diode ("LED") lighting devices across our facilities. We will continue to focus on energy efficiency and develop work plans to replace our old devices with modernised upgrades that are more energy efficient.

In FY2023, we have also set aside a maintenance budget of 2% of our revenue to ensure our facilities are running at an optimum level. At high-risk location, our PCO sent us quarterly Self-Monitoring Reports so that we can understand and assess their work and efficacy.

Total Energy Consumption		
	Unit	FY2023
Total energy consumption (electricity) ¹	GJ	515.2

Energy intensity ratio		
	Unit	FY2023
Energy Intensity	GJ / Revenue in million	59.8

Water Management

(GRI 303-5)

Being part of the real estate industry, water consumption may be significant for our tenant operations. As such, we ensure that our industrial tenants comply with local water-related regulations. For example, in our SME Industrial Park in the Philippines, our tenants are required to meet the environment standards of the RA9275 Clean Water Act and ensure compliance with the Department of Environment and Natural Resources Effluent & Wastewater Standards. We monitor their operations regularly to ensure that the standards are met at all times. Additionally, we assist Lima Water Corp to conduct regular environmental compliance audits and regular wastewater tests.

Total volume of water consumption		
	Unit	FY2023
Total volume of water used ²	m ³	345
Water consumption intensity ratio		
	Unit	FY2023

¹ The total electricity consumption covers offices in Kuala Lumpur (Malaysia), Johor Bahru (Malaysia) and the Philippines.

² Total water consumption covers offices in Johor Bahru (Malaysia) and the Philippines only.

Water consumption intensity	m ³ / Revenue in million	40.0
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GHG Emissions

(GRI 305-1, 305-2, 305-4)

We calculated our greenhouse gas (GHG) emissions Scope 2 during this Reporting Period. Scope 1 covers emissions from sources that are owned or controlled by us. As we do not operate any machinery or consume significant amounts of fuel, our Scope 1 emissions are negligible. Scope 2 encompasses emissions are indirectly produced through purchased electricity, steam, heating, and cooling that we utilize. We adopted the GHG protocol to calculate our Scope 1 and 2 emissions.

GHG Emissions		
	Unit	FY2023
Scope 2 emissions ³	Tonnes of CO ₂ e	110.7

GHG Emissions intensity ratio		
	Unit	FY2023
Emission Intensity	Tonnes of CO ₂ e / Revenue in million	12.4

Waste Management

(GRI 306-3)

We monitor the operations of existing facilities users or tenants to ensure that they comply with the environmental standards and policies set out by the relevant government agencies or local authorities in areas of waste collection and disposal. In the Philippines, we ensure that our industrial tenants adhere to the RA9003 Ecological Solid Waste Management Act. Moreover, our Materials Recovery Facilities is in a good working condition which allows for the systematic sorting, processing, treatment and disposal of solid waste and all other waste management activities.

Total waste generated		
	Unit	FY2023
Total waste generated	Metric tonnes	10

³ Scope 2 emissions are calculated using the Grid Emission Factor (GEF) in Malaysia, 2017-2019 published by Malaysia Energy Information Hub (MEIH) and the Department of Energy (DOE) Philippines 2015-2017 National Grid Emission Factor (NGEF).

Supplier Assessment

(GRI 308-1, 414-2)

The Group remains committed to ensuring that its major suppliers, contractors and sub-contractors (collectively “suppliers”) are held to high environmental standards. We review and evaluate our suppliers based on their relevant certification and compliance to local safety, environmental regulations and standards. For example, in the Philippines, contractors are expected to meet RA9275 Clean Water Act and RA9003 Ecological Solid Waste Management Act in their operations. They have to comply with Department of Environment and Natural resource and Department of Labor and be registered with the Philippines Contractors Accreditation Board (“PCAP”), a government agency attached to the Department of Trade and Industry and is one of the implementing Boards in the Construction Industry Authority of the Philippines or some other relevant licencing bodies relevant to their businesses. Our suppliers are also assessed based on their track records and other publicly available information. We may also require them to submit the pertinent and relevant Standard Operating Procedures as part of the evaluation process.

Percentage of suppliers that were screened using environmental criteria				
	Unit	FY2021	FY2022	FY2023
Number of suppliers screened	Number	1	1	1
Number of total suppliers	Number	6	5	4
Percentage of suppliers	Percentage	17%	20%	25%

Apart from environmental standards, we are also committed to ensure that our suppliers are held to high social standards. Our suppliers are assessed based on various measures which are relevant to their operations such their work site health and safety practices, corporate social responsibility program and track records.

In terms of labour practices, our suppliers are expected to meet the standards and requirements of the local government and authorities such as the Department of Labour and Environment for the Philippines. Contractors appointed for our major development and construction projects are expected to be ISO 45001: 2018 certified or equivalent local standards and comply fully with local OHS laws and regulations. We also track the health and safety performance of contractors at our work sites. Those who have yet to be certified will be strongly encouraged to get the appropriate certification.

All suppliers are expected to meet the local standards of their operating sites.

Percentage of suppliers that were screened using social criteria				
	Unit	FY2021	FY2022	FY2023
Number of suppliers screened	Number	1	1	1
Number of total suppliers	Number	6	5	4
Percentage of suppliers	Percentage	17%	20%	25%

We have continued to maintain and uphold the supplier's standards in FY2023. We target to uphold the current standards held by both contractors and subcontractors by maintaining the current assessment criteria. Contractors for any new significant projects will be shortlisted and pre-qualified based on their qualifications and track records and contracts will be awarded based on an open tender process.

Our People

Occupational Health and Safety

(GRI 403-1, 403-2, 403-9, 403-10)

The safety and well-being of our employees is of crucial importance to the Group. We are committed to providing a safe working environment for all employees and those whose occupational health and safety are expected to be our responsibility as a result of our organization operations, products or services.

We ensure that all our employees adhere to local health and safety laws and regulations such as the Occupational Safety and Health Act 1994 of Malaysia and the Occupational Safety and Health Standards (as amended, 1989) of the Philippines. It also helps in preventing safety and hygiene hazards as identifying occupational health and safety hazards and assessing their risks are key components of our OHS management system.

Our tenants have conducted fire and natural disaster drills regularly for our operating units located in areas assessed to be prone to such dangers. For example, we have a trained and accredited Safety Officer in the Philippines to ensure that all safety procedures are implemented and to assist in conducting earthquake and fire drills for the staff at our properties there. Our tenants had complied with the requirements to conduct earthquake and fire drills on their premises as required by the local Bureau of Fire Protection (“BFP”). Legal requirements and compliance with these requirements are reviewed annually. Additionally, our PCO ensures that all forms of pollutants are minimized at our properties.

We will continue to emphasise on creating a safe and healthy working environment for our employees. In FY2023, we have purchased a new conference table for our premises and conducted regular servicing of all our air-conditioners to promote a healthy environment. In the Philippines, we have provided high grade Personal Protective Equipment (“PPE”) and other protective gear for our OHS personnel in high-risk locations. Our employees have been briefed on how to respond to health and safety incidents or emergencies at the workplace. We have also disseminated materials and articles on health and related issues to our employees.

Both our targets of achieving zero-incident rates and maintaining 100% of contractors to be ISO-certified and/or comply fully with OHS laws have been met, which is a testament to our continuous efforts to keep our employees safe. We hope to maintain our zero work-related injuries for FY2024.

All employees and contractors are encouraged to be forthcoming in reporting all health and safety related incidents, including non-compliances and non-conformities to the relevant management representatives. This list is updated in our intranet.

Total number of hours worked (all employees)			
	FY2021	FY2022	FY2023
Total number of hours worked (all employees)	6,481	5,976	5,751
Number of fatalities as a result of work-related injuries			
	FY2021	FY2022	FY2023
Number of work-related fatalities (Total)	0	0	0

Rate of work-related fatalities (%)	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)			
	FY2021	FY2022	FY2023
Number of high-consequence work-related injuries	0	0	0
Rate of high-consequence work-related injuries (%)	0	0	0
Number of recordable work-related injuries			
	FY2021	FY2022	FY2023
Number of recordable work-related injuries ⁴	0	0	0
Rate of recordable work-related injuries (%)	0	0	0

The number of fatalities as a result of work-related ill health				
		FY2021	FY2022	FY2023
Number of fatalities as a result of work-related ill health		0	0	0
The number of cases of recordable work-related ill health				
		FY2021	FY2022	FY2023
Cases of recordable work-related ill health		0	0	0
Lost time incident rate				
	Unit	FY2021	FY2022	FY2023
a. Number of lost time injuries in the Reporting Period	Number	0	0	0
b. Total number of hours worked by all employees in the Reporting Period	Hours	0	0	0
c. Lost time injury rate (number of lost man-days per million hours worked)	Number	0	0	0
Absentee rate⁵ (days per staff per year)				
	Unit	FY2021	FY2022	FY2023
All employees	days/per staff per year	1.0	4.8	1.9
Philippines	days/per staff per year	0.0	5.0	0.2
Vietnam	days/per staff per year	3.5	0	0

⁴ This is based on work-related incidents that resulted in more than three days of medical leave or more than 24 hours of hospitalisation.

⁵ Absentee rate is based on medical leave taken by staff, regardless of whether it is work-related or not. The total figure presented is the Group's average absentee rate.

Malaysia	days/per staff per year	1.1	4.9	2.7
Percentage of contractors to be ISO 45001:2018 certified and/or comply fully with local OHS laws and regulations				
	Unit	FY2021	FY2022	FY2023
Percentage of contractors	Percentage	100%	100%	100%

Employment

(GRI 401-1, 401-2, 401-3)

In FY2023, our turnover rate has dropped significantly to 13%, achieving beyond our target of not exceeding 25% in this reporting year. We do not have any employees who are under temporary contract or part-time.

We believe employees are our key assets to drive the Group's success. Apart from competitive salaries and performance-based bonuses, our employees are entitled to a wide range of benefits such as medical and healthcare benefits as well as hospitalisation leave. We also support the governments' policies and initiatives and abide by their rules, regulations, policies and initiatives with regard to parental leave.

Total Employee Turnover				
	Unit	FY2021	FY2022	FY2023
Total Turnover	Number	2	7	3
Total number of employees	Number	26	24	23
Percentage of Turnover	Percentage	8%	29%	13%

Employee Turnover by Age Group (X=age)					
		Unit	FY2021	FY2022	FY2023
X < 30	No. of Turnover	Headcount	2	3	2
	Total No. of employees in this category	Headcount	4	4	2
	Turnover Rate	Percentage	50%	75%	100%
30 <= X <= 50	No. of Turnover	Headcount	0	3	0
	Total No. of employees in this category	Headcount	13	11	13
	Turnover Rate	Percentage	0	27%	0%
X > 50	No. of Turnover	Headcount	0	1	1
	Total No. of employees in this category	Headcount	9	9	8
	Turnover Rate	Percentage	0	11%	13%

Employee Turnover by Gender					
		Unit	FY2021	FY2022	FY2023
Male	No. of Turnover	Headcount	0	1	1
	Total No. of employees in this category	Headcount	15	16	15
	Turnover Rate	Percentage	0	6%	7%
Female	No. of Turnover	Headcount	2	6	2
	Total No. of employees in this category	Headcount	11	8	8
	Turnover Rate	Percentage	18%	75%	25%

Employee Turnover by Region					
		Unit	FY2021	FY2022	FY2023
Malaysia	No. of Turnover	Headcount	0	2	0
	Total No. of employees in this category	Headcount	15	16	16
	Turnover Rate	Percentage	0%	13%	0%
Philippines	No. of Turnover	Headcount	1	2	2
	Total No. of employees in this category	Headcount	7	7	7
	Turnover Rate	Percentage	14%	29%	29%
Vietnam	No. of Turnover	Headcount	0	3	1
	Total No. of employees in this category	Headcount	4	1	0
	Turnover Rate	Percentage	0%	75%	100%

New Hire Rate by Age Group (X=age)					
		Unit	FY2021	FY2022	FY2023
X < 30	New Hires	Headcount	3	2	2
	Total No. of employees in this category	Headcount	4	4	2
	New Hire Rate	Percentage	75%	50%	100%
30 <= X <= 50	New Hires	Headcount	1	3	0
	Total No. of employees in this category	Headcount	13	11	13
	New Hire Rate	Percentage	8%	27%	0%

X > 50	New Hires	Headcount	0	0	0
	Total No. of employees in this category	Headcount	9	9	8
	New Hire Rate	Percentage	0%	0%	0%

New Hire Rate by Gender					
		Unit	FY2021	FY2022	FY2023
Male	New Hires	Headcount	0	1	0
	Total No. of employees in this category	Headcount	15	16	15
	New Hire Rate	Percentage	0%	6%	0%
Female	New Hires	Headcount	4	4	2
	Total No. of employees in this category	Headcount	11	8	8
	New Hire Rate	Percentage	36%	50%	25%

Employee New Hires by Region					
		Unit	FY2021	FY2022	FY2023
Malaysia	No. of New Hires	Headcount	9	3	0
	Total No. of employees in this category	Headcount	15	16	16
	New HireRate	Percentage	60%	19%	0%
Philippines	No. of New Hires	Headcount	2	2	2
	Total No. of employees in this category	Headcount	7	7	7
	New Hire Rate	Percentage	29%	29%	29%
Vietnam	No. of New Hires	Headcount	0	0	0
	Total No. of employees in this category	Headcount	4	1	0
	New Hire Rate	Percentage	0%	0%	0%

Employee Benefits			
Location	Health Care	Parental leave	Retirement provision
Malaysia	✓	✓	✓
Philippines	✓	✓	✓
Singapore	✓	✓	✓

Training and Education

(GRI 404-1, 404-3)

The Group recognises the importance of its employees' holistic development through upskilling their capabilities and competencies. We provided in-house and outsourced training depending on the different job levels and specialisations of our employees. This is conducted through various forms such as workshops, seminars, courses, conferences and classroom trainings. In FY2023, we have continuously identified staff for appropriate training, either in-house or out-sourced, to enable them to acquire new skills and knowledge so as to equip them to take up more responsibilities. We have exceeded our target for FY2023 of 90 hours of training for all staff, achieving a total of 96 hours.

Average hours of training by gender				
		Unit	FY2022	FY2023
Average hours of training for total employees	Total	Hours	3.5	4.2
	Male	Hours	4	3.9
	Female	Hours	3	4.8

71% of our employees received annual performance and career development reviews for the financial year. During the process, the employees provide their feedback to the Management. We are committed to identifying appropriate trainings through various forms and means to enhance the skills of our employees.

Percentage of employees receiving regular performance and career development reviews				
		Unit	FY2022	FY2023
Male	Percentage		42%	44%
Female	Percentage		29%	30%
Total	Percentage		71%	74%

Diversity and Equal Opportunity

(GRI 405-1)

Fostering a diverse and inclusive workforce is crucial in producing better business outcomes for the Company and the communities that we operate in.

As of 30 September 2023, the Group had a total of 23 employees of which 34.8% are female and 65.2% male. Our employees are distributed across various age groups and nationalities, with different experiences and skill sets that build the Group's capabilities for sustainable growth.

Employee profile by gender					
		Unit	FY2021	FY2022	FY2023
Total	Headcount		26	24	23
Male	Headcount		15	16	15
	Percentage		58%	67%	65%
Female	Headcount		11	8	8

	Percentage	42%	33%	35%
Permanent employees by gender				
	Unit	FY2021	FY2022	FY2023
Total	Headcount	26	24	23
Male	Headcount	15	16	15
	Percentage	58%	67%	65%
Female	Headcount	11	8	8
	Percentage	42%	33%	35%
Temporary employees by gender				
	Unit	FY2021	FY2022	FY2023
Total	Headcount	0	0	0
Male	Headcount	0	0	0
	Percentage	0	0	0
Female	Headcount	0	0	0
	Percentage	0	0	0
Full-time employees by gender				
	Unit	FY2021	FY2022	FY2023
Total	Headcount	26	24	23
Male	Headcount	15	16	15
	Percentage	58%	67%	65%
Female	Headcount	11	8	8
	Percentage	42%	33%	35%
Part-time employees by gender				
	Unit	FY2021	FY2022	FY2023
Total	Headcount	0	0	0
Male	Headcount	0	0	0
	Percentage	0	0	0
Female	Headcount	0	0	0
	Percentage	0	0	0

Employee profile by age group				
	Unit	FY2021	FY2022	FY2023
Total	Headcount	26	24	23
< 30	Headcount	5	4	2
	Percentage	19%	17%	9%
30 <= and <= 50	Headcount	12	11	13
	Percentage	46%	46%	56%
> 50	Headcount	9	9	8
	Percentage	35%	37%	35%

Percentage of Directors by gender				
	Unit	FY2021	FY2022	FY2023
Total	Headcount	7	8	8
Male	Headcount	7	8	8
	Percentage	100%	100%	100%
Female	Headcount	0	0	0
	Percentage	0	0%	0%
Percentage of Directors by age group (X=age)				
Total	Headcount	7	8	8
X < 30	Headcount	0	0	0
	Percentage	0	0	0
30 <= X <= 50	Headcount	3	3	3
	Percentage	43%	37%	37%
X > 50	Headcount	4	5	5
	Percentage	57%	63%	63%

Non-discrimination Policy

(GRI 406-1)

The Group practises non-discrimination and believes in providing equal opportunities for its employees. We will not tolerate discrimination or harassment of any form in the workplace based on an individual's race, ethnicity, national origin, religion, gender or age, among other characteristics. All employees are remunerated fairly based on markets and individual responsibilities, merits and experiences regardless of gender, race or nationality. Any employee who has reason to believe that he or she has been unfairly discriminated can lodge a complaint with the human resource department. Upon receiving such a complaint, the human resource department will investigate the matter and take the necessary remedial action.

In FY2023, the Group did not receive any legal action nor was there any complaint registered with the authorities in respect of discrimination.

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	2-10 Nomination and selection of the highest governance body	
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