



**NURTURING **  
**FOR TOMORROW**  
**SUSTAINABILITY REPORT 2018**

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## Board Statement

The Board of Directors (the "Board") is pleased to present Asiatic Group (Holdings) Limited's (and its subsidiaries, collectively known as the "Group" or "Asiatic") inaugural sustainability report. As a group, we are committed to deliver long-term value for our stakeholders by upholding responsible practices across our operations.

The Board recognises the importance of managing Environment, Social, and Governance ("ESG") matters and considers these matters as part of the Group's strategic formulation. We have been working closely with the management team to identify, manage, and monitor the matters that are relevant and material to our operations.

Through this sustainability report, we intend to lay the foundation for a transparent reporting on our sustainability performance. We strive to build on this foundation and continuously seek opportunities to improve our performance and develop our sustainability management practices over the coming years.

## About the Report

This year marks the issuance of our inaugural Sustainability Report. We seek to establish the Group's steadfast commitment towards sustainability and our stakeholders. The report summarises our approach and performance in managing material ESG matters for our business.



### Reporting Framework

This report has been prepared with reference to Global Reporting Initiatives ("GRI") standards. The GRI has been selected as the framework for reporting as it is internationally-recognised and provides a standardised approach for Asiatic to report on the material ESG matters. Reference has also been drawn from the Sustainability Reporting Guide of Practice Note 7F of the Catalist Rules in meeting the primary components as set out in Rule 711(B) of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalist.

### Reporting Scope

The scope of this report encompasses our core business segments, namely energy operations in Cambodia and fire protection solutions in Singapore. For this year, we have considered the Group and the following subsidiaries' operations as described in Table 1 in our scope of reporting, unless otherwise stated. We have adopted a progressive approach towards the inclusion of our operations for reporting and will consider expanding our scope as we mature in our sustainability journey.

Table 1. List of operations within the reporting scope

Energy	Fire Protection Solution
<p><b>Cambodia</b></p>  <p><b>Colben Energy (Cambodia) Ltd</b></p> <ul style="list-style-type: none"><li>• Phnom Penh power plant</li><li>• Sihanoukville power plant</li></ul> <p><b>Colben Energy (Cambodia) PPSEZ Ltd</b></p> <ul style="list-style-type: none"><li>• Phnom Penh Special Economic Zone (PPSEZ) power plant</li></ul>	<p><b>Singapore</b></p>  <p><b>Asiatic Fire System Pte Ltd</b></p>

The data presented in this Sustainability Report covers the period from 1 April 2017 to 31 March 2018 ("FY2018").

### External Assurance

We have not sought external assurance for our first sustainability report. However, we will consider doing so as we steadily progress in our reporting journey.

### Feedback

We value all feedback on this report, including aspects of our sustainability performance. You are welcome to send them to [asiatic@asiatic.com.sg](mailto:asiatic@asiatic.com.sg).

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Year in Review

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Approximately S\$38,057,000  
Revenue and S\$1,415,000 Net  
Profit Generated



198 employees in Cambodia  
and Singapore



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Zero confirmed cases of non-  
compliance with applicable  
environmental and  
socioeconomic laws and  
regulations



Zero work-related fatalities,  
injuries, and illness



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0.89 tCO<sub>2</sub>/MWh of carbon intensity from power plants in Cambodia



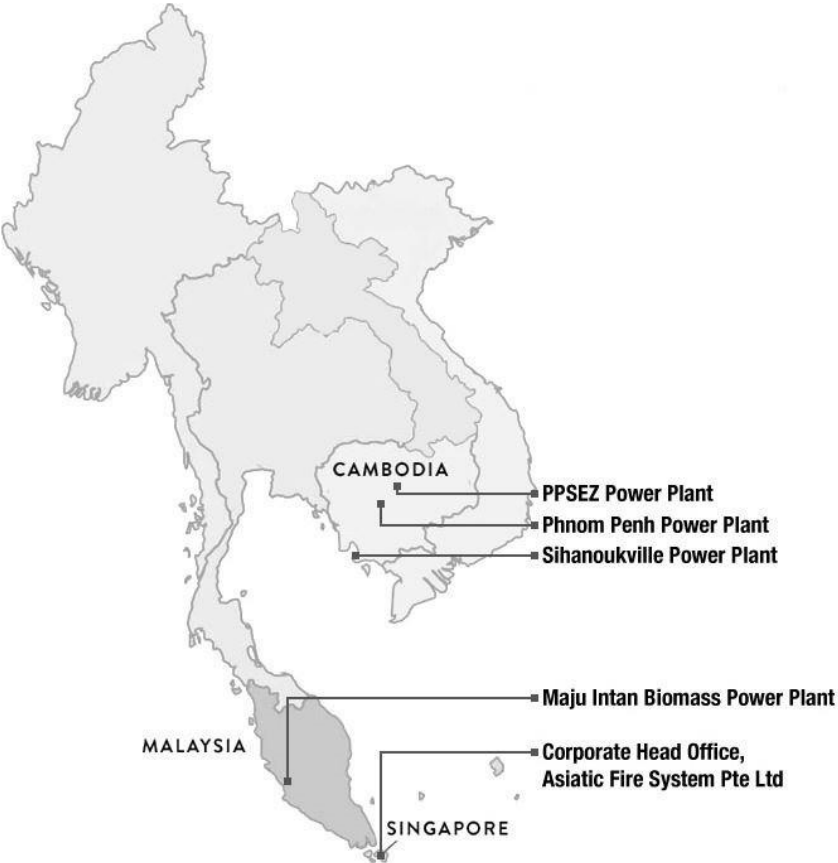
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# Corporate Profile

## Our Business

Our group has been listed on Catalist of SGX-ST since April 2003. We take pride in our reputation as an innovative engineering management specialist, responsible for the development of Energy, Controlled Power and Fire Protection Solutions. We operate in two niche business areas, namely, the planning, development & provision of energy services, and the provision of total fire protection solutions. Our operations span across Cambodia, Singapore, and Malaysia, with headquarters based in Singapore.

Figure 1. Our geographical presence



### Energy

We are a service provider for industries and communities, with operations predominantly in Cambodia. Phnom Penh Power Plant and Sihanoukville Power Plant provide electricity to the national grid while PPSEZ Power Plant delivers electricity to the industrial factories and facilities located within the industrial park. In aggregate, these three operational power plants have an installed capacity comprising more than 45 Megawatts (“MW”).

Figure 2. Power plants in Cambodia



Phnom Penh Power Plant



Sihanoukville Power Plant



PPSEZ Power Plant

Envisioning the future of “green” power, we have further invested in a biomass power plant in Malaysia. The Maju Intan Biomass Power Plant utilises 100% biomass waste, using empty fruit bunches from post-extraction of palm oil to generate electricity. The plant has an installed capacity of 12.5 MW.

Figure 3. Maju Intan biomass power plant in Malaysia



Operating as an EPC (Engineering, Procurement and Construction) and O&M (Operation and Maintenance) contractor, we engage in the following activities across our entire value chain which originates from power generation to transmission and, ultimately local distribution:

- Planning and Development
- Capital Structuring
- Engineering, Procurement and Construction Contractor
- Operations and Maintenance Operators

*Fire Protection Solutions*

As a specialised and well-established fire-fighting equipment manufacturer and service provider located in Singapore, we provide a wide array of solutions for fire-fighting and protection needs not only for households, factories, office buildings, shopping malls, retail outlets, cruise liners but also for the marine and offshore industries.

*Figure 4. Asiatic's Fire Protection Solution*



Our value chain covers the procurement of raw materials and supplies, production, sales and after sales services of our products.



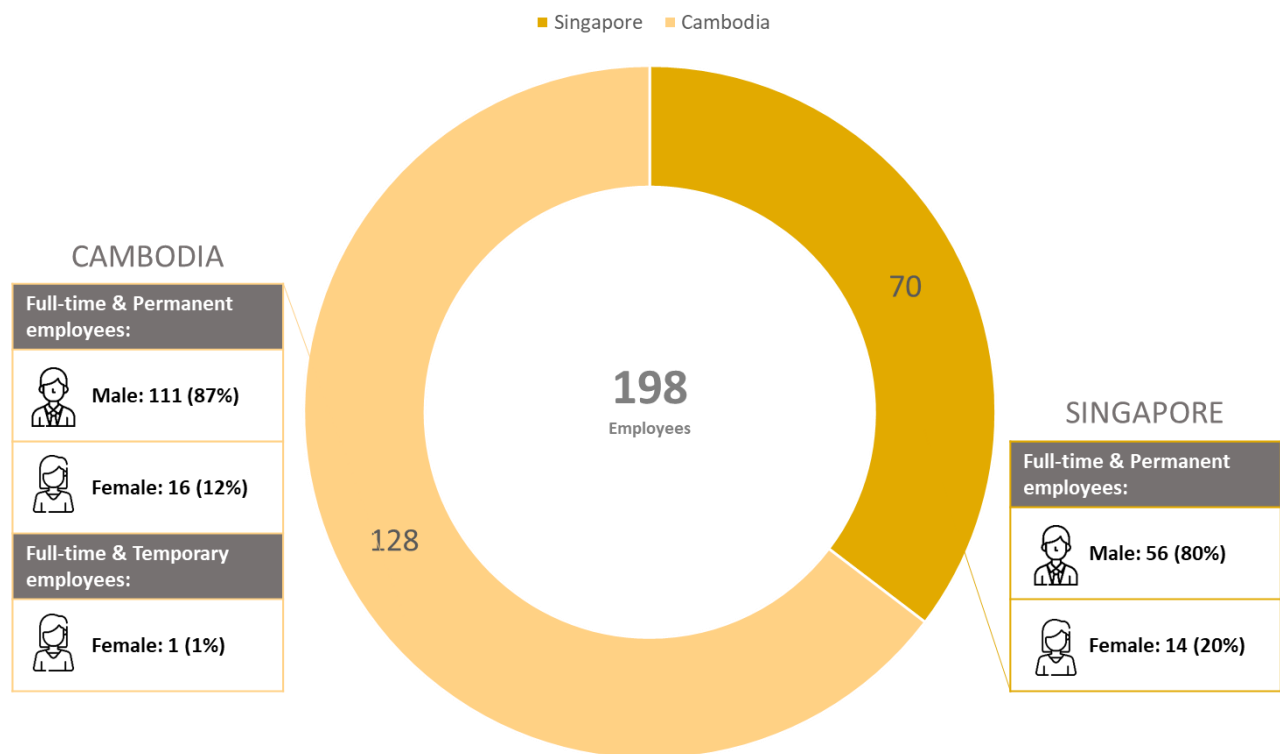
## Our People

At Asiatic, we attribute our success to our people. We continuously seek to promote and build an all-inclusive, diverse, and collaborative environment to enhance work productivity and efficiency, which we believe will contribute to the growth of the Group.

Comprising a total of 198 employees across our operations in Singapore and Cambodia, with more than 60% of our workforce coming from our Cambodia's operations, a significant portion of our employees are hired on permanent contract and full-time basis. Asiatic has notably a higher proportion of male employees (84%) as compared to female employees (16%), due to the nature and field of business we are in which tends to attract more male applicants as opposed to female applicants.

The Group remains committed to providing employment opportunities that are fair and meritocratic-based. We do not discriminate against any individual's ethnicity, religion, age, or gender. We also maintain a strict no child and forced labour practice in our hiring process.

Figure 5. Asiatic's employees profile



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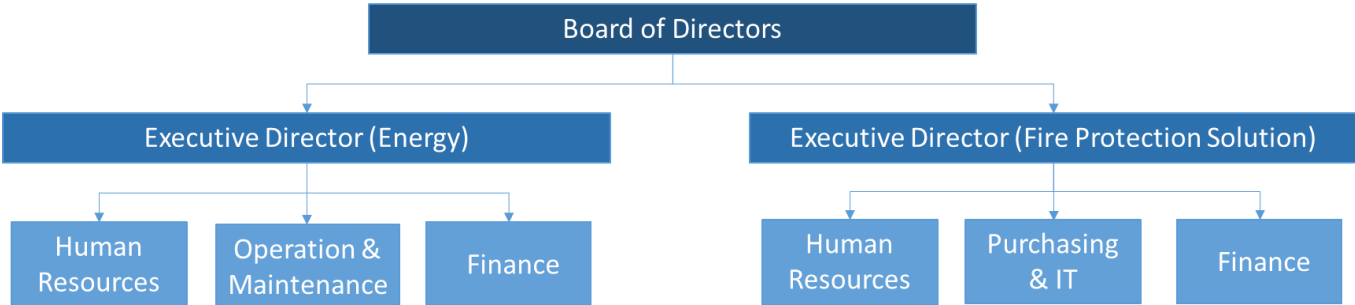
# Our Sustainability Approach

## Sustainability Governance

Our sustainability approach is driven by the directives and inputs from the Board. The Board sets the strategic direction for sustainability growth across the Group and is the core body responsible for the integration of sustainability principles across our operations. Involved in the formulation of sustainability policies and initiatives, are, the executive directors of energy and fire protection solution business. Together, they work collaboratively in driving key sustainability initiatives.

The respective head of departments in the energy and fire protection solutions provides further support by monitoring the adherence and execution of all sustainability policies and practices on the working-level, which includes tracking the performance of the Group's material matters.





Figure 6. Asiatic's sustainability governance structure



## Stakeholder Engagement

Asiatic attaches great importance to open engagement with our key stakeholders. We understand that our stakeholders play a critical role in ensuring the sustainability of our business. We strive to address their evolving needs by providing accessible channels for feedbacks and interacting with them regularly. Our stakeholder engagement approach is summarised below.

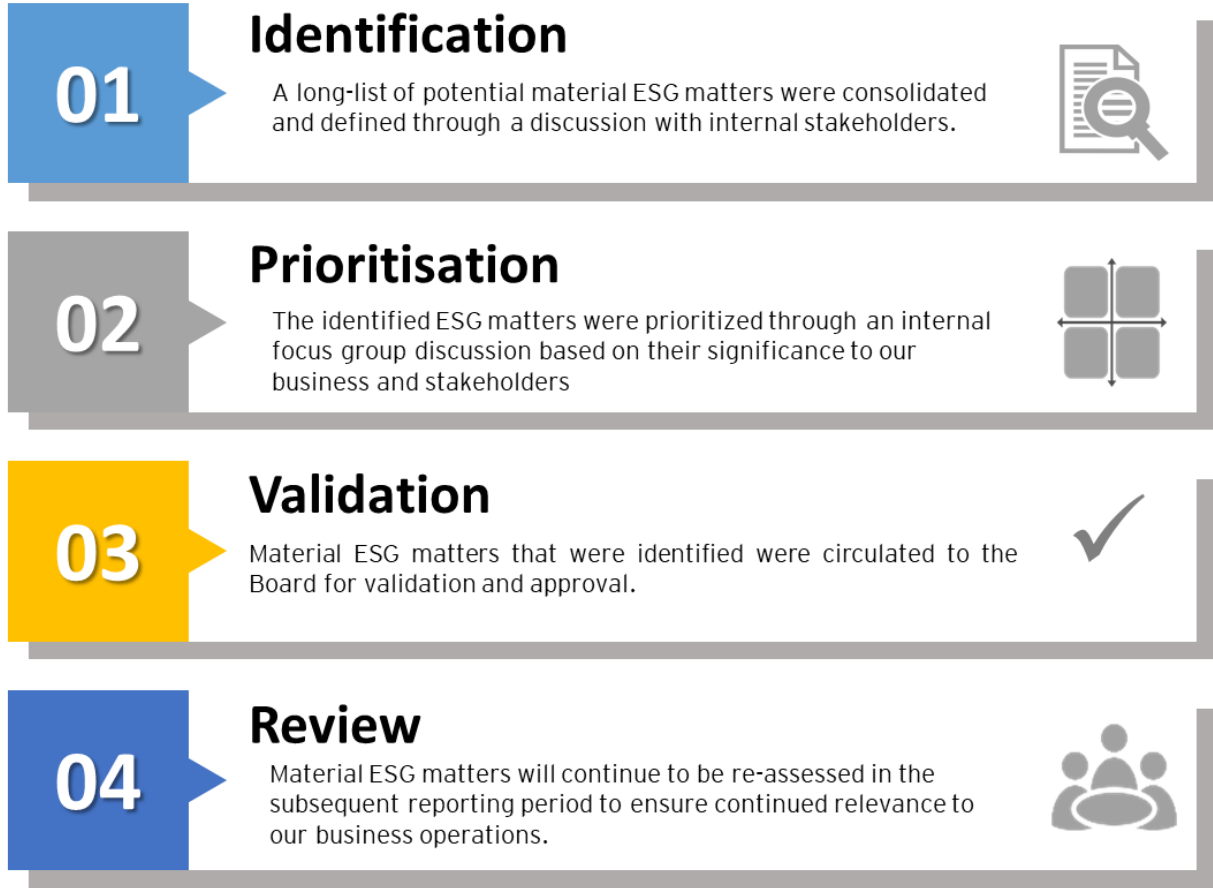
Table 2. Our stakeholder engagement approach

Key stakeholder groups	Key interests	Asiatic's approach in addressing key interests	Frequency of engagement
 <p>Employees</p>	<ul style="list-style-type: none"> <li>• Career development and progression opportunities</li> <li>• Safe workplace environment</li> </ul>	<ul style="list-style-type: none"> <li>• New-joiner induction programme</li> <li>• Employee performance review</li> <li>• Safety training</li> </ul>	<p>As required</p> <p>Annually</p> <p>As required</p>
 <p>Customers</p>	<ul style="list-style-type: none"> <li>• Product quality and on-time delivery</li> </ul>	<p>Customer satisfaction survey</p> <p>Discussions via email or phone calls</p> <p>Face-to-face meetings or discussions</p>	<p>Regular</p> <p>As required</p> <p>As required</p>
 <p>Suppliers</p>	<ul style="list-style-type: none"> <li>• Fair and transparent business conduct</li> </ul>	<p>Discussions via email or phone calls</p> <p>Face-to-face meetings or discussions</p>	<p>As appropriate</p> <p>As required</p>
 <p>Investors and Regulators</p>	<ul style="list-style-type: none"> <li>• Compliance with applicable laws and regulations</li> <li>• Strong corporate governance</li> <li>• Sustainable business growth</li> </ul>	<ul style="list-style-type: none"> <li>• Annual report</li> <li>• Annual General Meeting (AGM)</li> <li>• SGX announcements</li> <li>• Sustainability report</li> </ul>	<p>Annually</p> <p>Annually</p> <p>As required</p> <p>Annually</p>

# Materiality Assessment

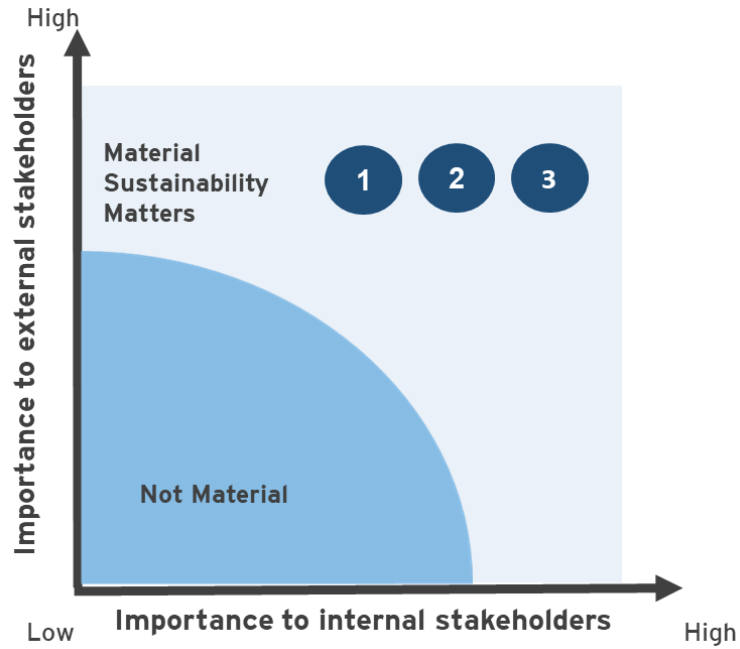
Asiatic considers material sustainability matters as ESG matters that significantly impact the Group's operations and key stakeholders. Together with core members who drive and oversee sustainability matters within the Group as illustrated in Figure 6 above, a materiality assessment workshop was conducted to identify and prioritise critical ESG matters based on their significance and relevance to our business, both from internal and external stakeholders' perspectives. We worked closely with an independent consultant to conduct our first materiality assessment through a four-step approach as outlined below.

Figure 7. Materiality assessment approach



From our materiality assessment process, we have identified three key ESG matters as reflected in Figure 8 below.

Figure 8. Asiatic's materiality matrix



Material ESG Matters	Corresponding GRI Standard Topics	Page
Regulatory compliance	GRI 307: Environmental Compliance GRI 419: Socioeconomic Compliance	13 - 14
Workplace health and safety	GRI 403: Occupational Health and Safety	15 - 17
Energy efficient operations and GHG emissions	GRI 302: Energy GRI 305: Emissions	18 - 19



# Regulatory Compliance

## Why is it important for us?

At Asiatic, we recognise the importance of having strong corporate governance. It promotes the efficient allocation of resources in managing the Group's risks and opportunities, protects our reputation as a business, and more importantly, deliver value that is sustainable to our stakeholders. All in all, while maintaining full compliance with the necessary laws and regulations in the countries we operate in.

Any substantiated non-compliance cases could lead to detrimental impacts, both financially and reputationally to our business. As such, we stand by our commitment to uphold a high standard of corporate governance in line with the Code of Corporate Governance 2012 and Code of Corporate Governance 2018 for financial years commencing from 1 January 2019 onwards. We further seek to ensure that all relevant laws and regulations are met.

Our detailed corporate governance practices can be found in the Corporate Governance Report in our FY2018 Annual Report.

## Our Approach

### Policy

Our corporate governance framework provides a foundation on the Group's corporate governance practices.

The Quality Policy in our fire protection solution business embodied the commitment to always comply with relevant laws and regulations

### Commitments and Target

We strive to always comply with all applicable socioeconomics and environmental regulation. The Group has a perpetual target of zero confirmed cases of non-compliance to regulatory requirements.

## Our Initiatives

To achieve a high standard of corporate governance, we have in place our corporate governance framework, which comprises oversight by the Board and the various Board committees, the involvement of independent external auditors, as well as a set of robust internal controls and processes that are internally audited by an accredited external party. The audit review procedures conducted yearly include

We have a perpetual target of

# Zero

confirmed non-compliance cases



Achieved in  
FY2018

checks on compliance with appropriate legislation and regulations, and the management of all corporate risks identified.

Further, our stance to maintain strong corporate governance is reflected through the Quality Policy as adhered to by our fire protection solution business segment. The Quality Policy was developed as part of the Group's established Quality Management System ("QMS") which is ISO 19001:2015 certified. Through our QMS, we ensure that our operations are in line with the applicable statutory and regulations and quality professional services are provided to our customers.

The Group also has in place a whistle-blowing policy which provides a direct avenue for all internal and external stakeholders to raise concerns on all matters relating to misconduct, including actions of non-compliance and improprieties in financial reporting, in writing to [asiatic@asiatic.com.sg](mailto:asiatic@asiatic.com.sg). All feedback received will be kept in confidence and handled directly by the audit committee, who will ensure that an independent and fair investigation is subsequently carried out with appropriate follow-up actions.

All policies are reviewed annually by the management, and employees will be informed of any changes promptly. Our employees are expected to faithfully adhere to all ethical and legal requirements to preserve our group's integrity and reputation.

## **Our Performance**

For this reporting period, we are glad to share that there were no confirmed cases of non-compliance, and there were no complaints received under our whistle-blowing policies.



# Workforce Health and Safety

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Our perpetual target is to have

**zero**

work-related incidents and illnesses in our workplace

▶ Achieved in  
FY2018

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## Why is it important for us?

The health and safety of our people are of utmost importance to Asiatic. We strive to keep a safe and healthy workplace for our employees, sub-contractors, and visitors. We believe that everyone has the right to work in a safe environment.

The Group understand that any lapses in our safety performance will have adverse consequences to our employees and the reputation of our business. We take extensive precautionary measures and ensure that they are appropriately adhered to in our day-to-day operations. We are cognizant that management holds a fundamental responsibility in ensuring the health and safety of our people.

## Our Approach

### Policy

Asiatic's occupational health, safety and security policy sets out our commitment to preventing all work-related injuries and illness.

Through this policy, we are committed to identify and prevent risks in our operations, implement appropriate safe work practices, and provide relevant training to our employees.

### Commitments and Target

As a group, we have a perpetual target of zero work-related incidents and illnesses in our workplace.

## Our Initiatives

At Asiatic, we prioritise prevention over cure. With this responsible conduct in mind, we have developed a risk management process with reference to Workplace Safety and Health ("WSH") (Risk Management) Regulation<sup>1</sup> and WSH Code of Practice<sup>2</sup> to eliminate and reduce workplace hazards and risks. The risk management process outlines the necessary roles and responsibilities within an organisation and further,

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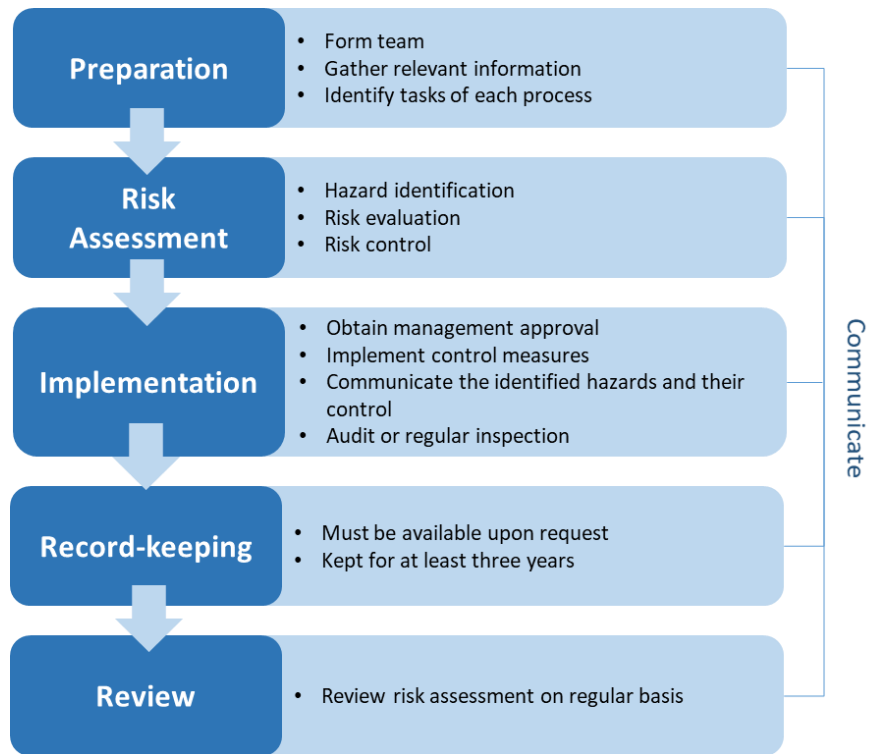
<sup>1</sup> The Workplace Safety and Health (Risk Management) Regulation is part of Singapore's Workplace Safety and Health Act.

<sup>2</sup> The Code of Practice was developed and published by Workplace Safety and Health Council in collaboration with the Ministry of Manpower, Singapore.



provides guidance on how to identify hazards, evaluate risks, and implement mitigation measures to eliminate or control the risks identified. We have also established a risk management committee to oversee the implementation of the risk management procedures. Comprising of both managerial and senior staff-level employees, the committee will carry out regular discussions and report to senior management, as required, on any significant findings and developments regarding workplace health and safety. The figure below summarises the flow of Asiatic's risk management process.

Figure 9. Asiatic's risk management process



On an annual basis, Asiatic further undergoes an external audit in verifying that Asiatic has met satisfactory workplace health and safety outcomes in entitling them for BizSafe recognition. Where gaps have been identified, we seek to rectify and monitor for progressive improvements to the performance over a period of time. As a testament to our ongoing efforts, Asiatic has managed to attain several certifications detailed in Table below which demonstrate our commitment in providing a safe workplace for our people.

Table 3. Current health and safety certification

Asiatic Fire Service - Singapore	
Certification	Description
ISO 9001:2015 Quality Management System	This certification sets out the requirement for quality management system and maps out what an organisation need to implement to demonstrate its ability to consistently deliver quality products and services to their customer that meet relevant laws and regulations.
BizSAFE level 3 Risk Management	This certification sets out the criteria for risk management in an organisation and becomes an essential step in complying with the requirement in the Workplace Safety and Health Act (WSHA).

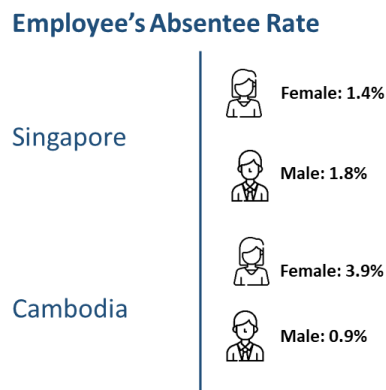
Furthermore, we provide risk management-related training and certification for select employee at least once every two years who would then be equipped to share with others the relevant skills and expertise to excel in their roles assigned and to mitigate the occurrences of work-related injuries. Fire drills and evacuation exercises are also carried out to instill increased alertness and emergency preparedness in all our employees. On the other hand, it provides a refresher on the safety practices, precaution measures, and emergency exit routes that employees are required to be aware of.

Creating a safe and healthy work environment is a shared responsibility. At Asiatic, employees are encouraged to be actively involved in preventing any work-related injuries and illness. We expect employees to maintain a clean and orderly work area, report any incidents, participate in safety improvement activities, and work with our contractors to ensure the implementation of the safety management system among others.

## Our Performance

As a testament to our effort in creating a safe and healthy work environment for all employees, we managed to achieve zero fatalities, injuries, and occupational illness for FY2018. Additionally, we track the absentee rate of our employees as an indicator of our workers' wellness and health. The details of the absentee rate for operations in both Singapore and Cambodia for this reporting period are respectively presented in the figure below.

Figure 10. Employee's absentee rate





# Energy Efficient Operation and Greenhouse Gas ("GHG") Emissions

Our perpetual target is to conduct a **thorough maintenance regime** for all engines at our power plants at least **once a year.**

 Achieved in FY2018

## Why is it important for us?

With the ratification of the Paris Agreement<sup>3</sup>, the risks and impacts of climate change are increasingly becoming more apparent. Nations and corporates alike are aware of the urgency to implement mitigation measures in addressing the impacts their business' activities pose to the environment and communities in which they operate in.

Given that our energy business is primarily based on the usage of fossil fuel, we are mindful of the environmental impacts it brings. Whilst we acknowledge the challenge for our business to address this matter, we will strive to continue providing a stable and reliable supply of energy to our customers as demand arises<sup>4</sup>. For this material ESG matter and reporting period, we have included our energy operations in Cambodia. We will consider expanding our scope to include other operations as we mature in our sustainability reporting journey.

## Our Approach

### Policy

We believe in investing in good environmental housekeeping practices to limit our environmental footprint and ensure that we stay compliant with all relevant regulations and laws at countries we operate in.

### Commitments and Target

We are committed to managing our environmental footprint whilst ensuring a stable supply of electricity to meet the needs of the communities we serve.

We aim to conduct a thorough maintenance regime for all engines at our power plants at least once a year.

## Our Initiatives

At all our power plants, we pro-actively conduct internal inspections and maintenance of the equipment on a regular basis, on top of our once yearly thorough maintenance regime of each engine to ensure that they are in optimal condition, and ready for operation on-demand throughout the year. Through our inspections,

<sup>3</sup> The Paris Agreement central aim is to limit global temperature rise below 2 degrees Celsius by end of the century. For more information, please refer to: <https://unfccc.int/process-and-meetings/the-paris-agreement/what-is-the-paris-agreement>

<sup>4</sup> Our power plants in Cambodia are generally required to operate during periods of power outage or low power supply from the grid. As generation is on an on-demand basis and not continuous, this thus pose a limiting factor in setting a quantitative target to have substantial reduction in carbon intensity.

the respective teams seek to identify any nonconformity to regulatory specifications and deficient areas for improvement which helps prevent any unnecessary fluctuations in our energy consumption usage as well as ensure safe and efficient operations.

## Our Performance

For FY2018, we consumed 110,348 gigajoules (“GJ”) of direct energy and 4,706 GJ of indirect energy, used to generate approximately 10.49 Gigawatt-hour (“GWh”) of electricity that was sold during the year. Direct energy refers to the primary source of energy consumption in our operations, that is heavy fuel oil, whereas indirect energy is the electricity purchased from external suppliers.

Correspondingly, direct carbon emissions which makes up more than 90% of our power plants’ operations account for the largest proportion of our GHG emissions, and the remaining pertains to indirect carbon emissions. Measured with reference to Intergovernmental Panel on Climate Change (“IPCC”) Guidelines<sup>5</sup>, our total carbon emissions for the year amounted to 9,362 metric ton of carbon dioxide (“tCO<sub>2</sub>”) and additionally, carbon emissions intensity amounted to 0.89 tCO<sub>2</sub>/MWh.

We have also achieved our goal in FY2018 in carrying out the maintenance regime for all engines at our power plants. We will continue to review and refine our practices as we endeavour to better manage the energy consumption and GHG emissions levels attributed to our business’ operations.

### Case Study

#### The waste-to-energy power plant in Malaysia



Malaysia is the second largest palm oil producer in the world after Indonesia. With a significant area of palm oil operations, the country produced a massive number of empty fruit bunches to be converted into electricity.

The Group captures this opportunity by entering into a joint-venture agreement with Maju Intan Biomass Power Plant in Teluk Intan, Perak, Malaysia. This biomass power plant is situated near more than 20 palm oil processors. It generates approximately 12.5MW of electricity and has been synchronised to supply the national grid since 2014.

<sup>5</sup> Carbon emissions and carbon intensity are calculated with reference to 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

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