

SUSTAINABILITY REPORT OF ASIAPHOS LIMITED FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2017

About this Report

AsiaPhos Limited (hereafter referred to as “AsiaPhos” and collectively with its subsidiaries, the “Group”) has been listed on the Catalist board of the Singapore Exchange Securities Trading Limited (“SGX-ST”) on 7 October 2013.

The Group is organised into product units as follows:

- (a) upstream segment relates to the business of exploration, mining and sale of phosphate rocks; and
- (b) downstream segment relates to the business of manufacturing, sale and trading of phosphate-based chemicals products such as P4, sodium tripolyphosphate and sodium hexametaphosphate; and the sale of P4 by-products, such as slag, sludge and ferrophosphate.

The Board is pleased to present the Group’s first annual Sustainability Report (the “Report”) covering the period from 1 January 2017 to 31 December 2017 (the “reporting period”). This Report is set out on a “comply or explain” basis in accordance with [Rule 711B](#) and [Practice Note 7F](#) of the Singapore Exchange Securities Trading Limited (“SGXST”) Listing Manual Section B: Rules of Catalist (the “Catalist Rules”). AsiaPhos has chosen the Global Reporting Initiative (“GRI”) Standards as it is an established international sustainability reporting standard and in respect of the extent to which such framework is applied, this Report has been prepared in accordance with the GRI Standards: Core Option, and should be read in conjunction with AsiaPhos’ [Annual Report for the financial year ended 31 December 2017 \(FY2017\)](#).

This Report summarises AsiaPhos’ key sustainability issues, its approach to managing them and its operating performance. Information on our projects can be found on our website: www.asiaphos.com and in AsiaPhos’ [Annual Report FY2017](#) and

[qualified person's report \(QPR\)/ technical report](#) prepared by our independent geologists Watts Griffis & McOuat (WGM) in compliance with the requirements of Practice Note 4C of the Catalist Rules and dated 13 March 2018 for FY2017.

As announced by AsiaPhos on SGXNet on 27 April 2018, with effect from 27 April 2018, the Group will no longer be deemed as a “mineral, oil and gas company” (“MOG”) as defined under the Catalist Rules. As such, the Group will not be instructing WGM to prepare a QPR for the financial year ending 31 December 2018.

This report will be available via SGXNET and the company website.

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Board Statement / Sustainability Statement of Management

On behalf of the Board of Directors (the “Board”) and the management, we are pleased to present AsiaPhos’ first Sustainability Report.

‘Confirmation Statement’: “The Board has considered sustainability issues as part of its strategic formulation, determined the material ESG factors and overseen the management and monitoring of the material ESG factors.”

As mentioned in the FY2017 Annual Report / SGXNET announcements, 2017 was an extremely challenging year for the Group as our mining operations in Mines One and Two were interrupted, following requests from the Mianzhu City Government to vacate and rehabilitate Mine 2 and the Fengtai Mine, in addition to the non-renewal of the Mine 1 mining licence. This government action has also deprived our P4 operations of locally mined phosphate rocks and resulted in the suspension of P4 processing. Please refer to our recent corporate announcements on SGXNET and/or our website, for updated information relating to these negotiations and our operations. The report which follows describes our policies and procedures which were in place before the actions of the Mianzhu Government and is presented to comply with [Rule 711B](#) and [Practice Note 7F](#) of the Singapore Exchange Securities Trading Limited (“SGXST”) Listing Manual Section B: Rules of Catalist and may not be representative of the situation prevailing now because of the reduction of the Group’s activities.

We have a sustainability workgroup (the “Workgroup”) which reports to the Board. This Workgroup reviews the environmental, social and governance factors (the “ESG Factors”) identified as material to AsiaPhos. The Board recognises the importance of sustainability practices and how it can benefit our Group’s business operations and performance. Working closely with the management, the Board oversees the management and monitoring of the ESG Factors that have been determined to be material to our business and our stakeholders, and takes them into account when formulating strategic policies and initiatives for AsiaPhos.

Corporate Social Responsibility

As a resource-based business, we are always aware of our responsibility towards the environment, our employees and the local community. While focusing on creating wealth by mining and exploring mineral resources, we strive to make good use of and conserve resources, protect our environment, improve the welfare of our employees, and facilitate social and economic development of the neighbouring areas. While we expand our business operations, we continuously strive to ensure that the requirements of a responsible corporate citizen are embedded within our daily operations.

Environmental and safety

The Group is committed to protecting the natural environment of the vicinity where we conduct our operations.

In planning our operations, we are always conscious of the safety requirements and have always challenged ourselves to surpass the requirements and continuously strived to improve the existing operating environment.

Targets: Our infrastructure has been constructed to comply with the applicable environmental laws, rules and regulations of the People's Republic of China ("PRC"). Our environmental management strategies and objectives also include effective air and water recycling measures as well as proper handling and disposal of waste. Water is used with certain drilling, mining and site preparation works to reduce the exposure to dust. In addition, face masks are distributed to the employees to help further reduce the exposure to dust. Embankment walls are built to minimise sand and waste water from entering the river.

We also conduct regular monitoring exercises to ensure that we comply with the environmental regulations in relation to our operations. We intend to continue to take progressive steps to further improve our PRC operations and facilities beyond the requirements of applicable PRC environmental laws, rules and regulations. For example, instead of releasing the flue gas produced during P₄ production into the environment, we collect and used the gas for drying phosphate rocks, coke and silica as well as our other downstream operations so as to reduce the impact on the environment (with the benefit of potentially lowering production costs for downstream chemicals).

Since we started our business operations, we have been cultivating a “Safety is Priority” culture, which focuses on building essential safety and eco-friendly processes, resulting in continued improvement and general awareness of safety and environmental protection amongst our employees.

In accordance with applicable PRC environmental laws, rules and regulations, we have completed the construction of ‘six safety’ monitoring systems (“井下安全避险六大系统”) within the adits of our mines. These include improved communication channels within the adits, position monitoring for each miner within the adits, particles/smoke monitoring system, water supply within the adits, a secured shelter for miners, in the event of emergency, within the vicinity of the adits and compressed air self-rescue devices. We have obtained ‘Level 2’ of the safety requirements, which allows the Group to apply for mining safety permit from the local authority for each of its mines.

We have implemented safety management system, which includes safety management plans, rules, codes of practice, manuals and procedures which our employees are required to comply with. We take active steps to ensure that our employees understand and familiarise themselves with our safety rules. Briefings on safety awareness and procedures are conducted regularly and training on basic safety skills and procedures are conducted for our employees. We ensure that our miners and any contract workers possess safety permits obtained after attending training organised by the relevant local safety and inspection authorities before they undertake any work at our mines. All our employees have a mandate to target zero injuries and fatalities.

We have a safety and environmental team which implements and promotes applicable legal and internal safety regulations, including i) conducting periodic safety audits and ensuring safety requirements are met; ii) conducting in-house or outsourced safety training for all our employees as well as outsourced miners; iii) conducting investigations and handling all incident reports and implementing pre-emptive measures to prevent repeat occurrence of such incidents; iv) liaising with all external safety authorities and implementing new safety regulations and initiatives; v) reviewing and improving our safety management system; and vi) transporting, handling and storing of explosives in accordance with the applicable legal regulations.

We have invested a substantial amount of the capital expenditure for our P₄ plant in environmental and safety features, ensuring that we have control over monitoring every aspect of the entire production process. Fire drills are an important part of our fire safety procedures. During the year, we conducted fire drills for our P₄ production line to test the effectiveness of the fire evacuation plan and to familiarise the staff with the necessary response measures. In addition, emergency evacuation drills for the entire factory are also conducted. In the event of an accident or natural disaster, we are able to activate emergency response measures and limit the potential damage.

We are subject to regular and ad hoc inspections by the local safety authorities to ensure that the requisite safety requirements are met before we are allowed to continue with our operations.

We recognise that environmental monitoring is an ongoing obligation. We will continue to improve our safety and environmental protection efforts. We will continue to invest in safety features for our operations.

Employees

The Group strives to further improve on human resource recruitment, training, appraisal and remuneration management.

The Group has standardised its form of employment, so as to ensure that the basic rights and interests of employees are protected, and to maintain good labour relations. We have purchased all necessary insurance for the employees in accordance with the relevant labour laws. We ensure that our miners and our outsourced miners pass the relevant health checks, possess social and commercial insurance before they undertake any work at our mines.

The Group is committed to staff upgrading. Each year, the Group sends employees to attend training, courses and seminars relevant to their scope of work, including orientation training for new employees, training for middle and senior management, professional training on geological exploration and safety training.

Social

We strive to make a positive impact on the lives of people who live in the areas where we have a presence. We, as far as possible, employ local workers and provide these workers with relevant training and skills development.

The Group is committed to be in strict compliance with the laws, responding positively to government policies, paying taxes in due course, and helping to improve local employment, thus making significant contribution to the local fiscal revenue.

We also participate in local community projects in the vicinity of our business operations in Mianzhu City, Sichuan Province, PRC. We seek to support and promote local businesses and economic activities by engaging them as suppliers. Whenever possible, we procure our raw materials from local suppliers within the vicinity of our operations.



Photo: (Sign board at entrance of our downstream chemical operations factory premises)

"Safety is at our Core" and "Focus on Environment: Everyone's responsibility"

“安全在心中 追求安全生产是企业发展的基础；环保在手中 参与环保行动是你我他的责任”

Our Sustainability Achievements

P₄ Flue Gas Integrated Utilisation Technology Improvement Project



- Objectives: To re-use flue gas to save energy and reduce gas emissions (CO) discharge
- Uses of flue gas: raw material drying, steam generation from flue gas boilers, heating source for separate polyphosphate plant (e.g. STPP)
- Received grant under 2015 Mianzhu City industrial development reward program



Sustainable Practices at various stages of P₄ production

- P₄ plant designed to comply with PRC environmental law
- Practices water recycling, off gas collection and slag disposal at a nearby cement operation
- Practices lauded in Sichuan newspaper report

Monetary Contribution to Forest Recovery

- Contributions to Deyang Forestry Bureau for timberland compensation and forest recovery
- Further monetary provision for rehabilitation and reforestation upon closure of mine



Implementation of Efficiency Initiatives

- P₄ production process reviewed to reduce electricity consumption



Link to news article (Deyang/Sichuan newspaper), profiling our company's environmental efforts: <http://dy.newssc.org/system/20121130/000839967.html>

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Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'

We have three levels of disclosure based on the importance of the issues to the Group and its stakeholders.

Critical Factors / Focus Areas	Monitored Activities	Positions
<p>We share our views, we measure and evaluate performance, and <u>we have set or plan to set goals or quantitative targets</u> on the most important issues</p>	<p>We share our views, we measure and evaluate performance on these issues to sustain the trust and confidence of our stakeholders, and for us to be a responsible business</p>	<p>We share our views on the issues that engage public interest and have a bearing on our business</p>
<ul style="list-style-type: none"> • Energy consumption • Emissions (GHG/etc) • Waste/ water management • Health & Safety <p>Targets: For these material factors, our policies and procedures are designed to ensure compliance with the applicable laws, rules and regulations in the jurisdictions in which we operate.</p>	<ul style="list-style-type: none"> • Corporate conduct / Anti-corruption • Corporate governance • Environmental compliance • Product responsibility • Forestry / Biodiversity • Key Stakeholders Engagement / Labour relations • Local communities / supporting local employment / economy • Customer Satisfaction • Physical & Cyber security • Work outsourced to third parties (e.g., freight and logistics) 	<ul style="list-style-type: none"> • SGX 'MOG' sector (mineral, oil & gas) rules • Recycling/Recovery: P4 flue gas (and other waste/ by-products) integrated utilisation technology improvement • Training & education • Responsible usage of scarce natural resources

Environmental Governance:

- . Internal and external environmental monitoring are conducted to ensure compliance with the policies of the Group and regulatory requirements
- . Licenced third-party environmental consultants assist with detailed environmental impact assessments for new projects and as part of the licence applications process

Energy Consumption / Emissions

Mining and chemical operations are energy-intensive. Efforts are made towards continuous improvement of our operations and facilities, i.e. beyond the requirements of applicable PRC environmental laws, rules and regulations. For example, instead of releasing the flue gas produced during P4 production into the environment, we collect and used the gas for our other downstream operations so as to reduce the impact on the environment (with the benefit of potentially lowering production costs for downstream chemicals).

“The phosphate ore, coke and silica are each dried using the thermal energy from the recycled waste flue gas and then stored in appropriate silos from which they are then conveyed in their appropriate rations into the feed bin for the P4 furnaces.” (WGM QPR, 2018-3-16, Page 20)

In FY2017, our P4 operations consumed approximately 248 million Kwh of electricity from the Deyang State Grid.

Our P4 Plant is designed to operate in compliance with applicable PRC environmental laws, rules and regulations, and practises water recycling and off gas collection as well as slag disposal at a nearby cement operation. Environmental monitoring and sampling conducted during FY2017 confirmed that groundwater/wastewater, emissions/exhaust gas and noise remained within the required national standards.

Waste / water management

(WGM QPR, 2018-3-16, Page 20 onwards): [Downstream operations] *“All the water used in the cooling towers and other processes is collected and stored in a waste water pool, from where it is treated and then recycled. The waste gasses from the cooling tower, which contain about 80-90% CO are captured and used as energy for the drying of the raw materials and steam boilers after being cleaned and alkali rinsed. The slag is sold for other industrial processes including cement manufacture.”*

(WGM QPR, 2018-3-16, Page 53 onwards): *“The Plant includes gas scrubbers and water treatment facilities to better control environmental issues. The quality of construction at the Plant location, the site layout with more extensive gas scrubbing, and water containment and treatment has proven that the Plant provides Mianzhu Norwest with a substantial improvement in their operation and better control of any environmental impacts.”*

(WGM QPR, 2018-3-16, Page 94 onwards): *“The bureau also analysed 10 water samples in 2014 to determine the nature of the runoff from the mines. Table 13 summarizes the results of the water samples. WGM understand the sampling was required to meet Chinese regulations for discharge into local drainages. WGM understands regulated analytical procedures were applied for the samples. WGM has reviewed the results of the samples and finds that the results appear to be within limits considered acceptable in most jurisdictions, Phosphate, total suspended solids, total alkalinity, pH, turbidity and other measures meet or exceed US EPA Safe Drinking Water Act and AWWA standards as of 2002. Nitrate/nitrite levels are within acceptable industry standard discharge limits.”*

(WGM QPR, 2018-3-16, Page 124 onwards): *“The mines and processing operations benefit from nearby water supply from both rivers and wells and are close to power provided by the state grid. The processing plant also has a closed circuit*



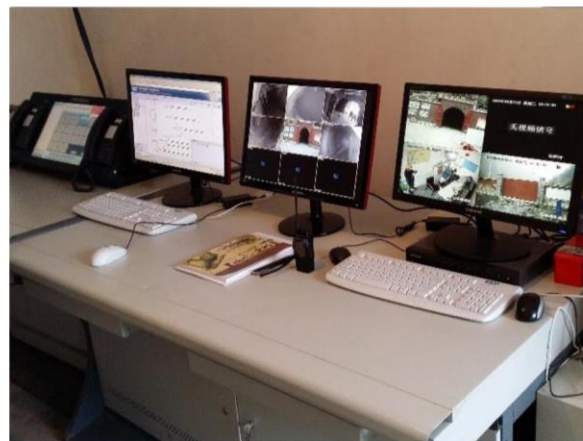
water recycling system, which is compliant to Chinese national standard for water treatment for chemical factories. The recycled water is a source of supply to daily operations in the processing plant. A back-up diesel generator has also been installed to mitigate any disruptions to electricity supply.

Procedures have been put in place to manage Tailings/ waste-rock in accordance with regulatory requirements: *“As part of its application for the conversion of the Mine 1 exploration permit to a mining permit and increased production, the feasibility study (prepared with the help of third-party environmental consultants) also included an environmental assessment report. In compliance with the draft report recommendations, the Group had commenced additional site works to manage and monitor waste rock and to upgrade the current surface drainage systems in preparation for increased mining throughput.”* (WGM QPR, 2018-03-16, Page 5)

Continuous Improvements: (WGM QPR, 2018-03-16, Page 25/26 onwards): *“In conjunction with its 2016 Feasibility Study required by PRC to convert its exploration permit to a mining permit and increase production to Mianzhu Norwest was also required to prepare an Environmental Impact Assessment, Health and Safety Study and Social Risk Analysis among other things. The company in order to meet the required guidelines for the increased production levels has started the process of enhancing its mine water discharge treatment to reduce suspended solids, and to upgrade its mine ventilation system to enhance its air quality and solid waste management. Waste rock will be used as backfill and for the construction of retaining walls at the lower mining level adits to protect the loading platform areas from runoff. Additional work to prevent erosion and rock falls around the mining openings will include stabilizing the slopes with appropriate drainage and protective berms as required and re-vegetation of affected areas.”*



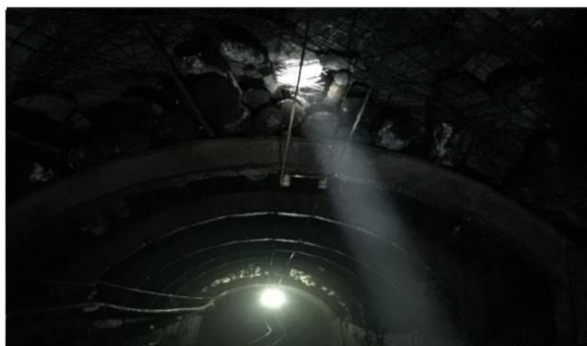
Rail/Tramway system at Mines
矿山轨道车系统



CCTV / mine control monitoring & communications systems



Tunnel construction near mines
(redesigned Mian-Mao Highway)



WGM, Page 92/93 of QPR (9 March 2016): "Also observed at Mine 1 (CQY) are the improved ground control measures. The portal was reinforced with solid concrete structure; the fractured areas were supported with rock bolts, mesh screen, steel arches with timber filling, and shotcrete. **The quality of the ground support installation is above standard.**"



Independent Geologist inspection: "WGM also observed ramps and manways that connect levels. These developments allow personnel and equipment to access all level from underground and avoid exposure to hazardous environment, such as steep slopes and falling rocks along the mountain side. **This is considered as a major improvement since the last visit.**"



In accordance with the local PRC regulations, we have completed the construction of 'six safety' monitoring systems within the adits "井下安全避险六大系统" for our mines. These include improved communication channels within adits, position monitoring for each miner within adits, particles/smoke monitoring system, water supply within adits, a secured shelter for miners, in the event of emergency, within the vicinity of the adits and compressed air self-rescue devices. Level 2 of the safety requirements allows the Group to obtain mining safety permit from the local authority.

Photos: The Group's Mining Operations (with comments from independent geologists WGM, as reported in the Qualified Person's Report (QPR))

Health & Safety

Our processing plants were designed to comply with applicable PRC environmental laws, rules and regulations.

We are subject to regular and ad hoc inspections by the local safety authorities to ensure that the requisite safety requirements are met in order to be allowed to continue with our operations.

The training that we provide can be divided into basic training, compulsory training and supplementary training, and may be conducted in-house or outsourced to external trainers.

Basic training includes orientation training and occupational safety training. Orientation training is conducted to educate our new employees on company policies and basic skills and knowledge which would be relevant to their respective job functions, such as the operation of relevant machinery and equipment. Occupational safety training is conducted to equip our employees on occupational safety and to educate them on safety standards and precautions to be undertaken in the course of their work.

Compulsory training: As required by applicable PRC laws, rules and regulations, including continual professional education on an annual basis, in particular for engineers and employees engaged in our mining operations, chemical production operations, and / or the handling of chemicals and explosives. Such training is typically organised by the relevant accrediting organisations, governmental bodies and quality assurance associations.

Supplementary training: Conducted to enhance the skills of our employees, including training to update them on the latest development trends and technologies and personal improvement. Selected employees may be sent for external short term training courses. For example, our finance staff may attend courses and seminars conducted by external organisations to keep abreast with changes in accounting requirements.

Key Stakeholders Engagement

These disclosures give an overview of our Group's approach to stakeholder engagement.

Stakeholder consultation is undertaken through formal and informal communication on an ongoing basis.

Stakeholders	How we engage	Key Topics Raised	Refer to Sections
Employees	.Annual performance reviews .Workplace health and safety	.Employment prospects/ continuity of business / career advancement / health & safety	'Our People'
Communities	.Providing employment/ support local economy .Participate in local community projects .EIA (Environmental Impact Assessments) /Projects & Public Consultation	.Financial support to the community	.Corporate Social Responsibility: Social/ Procurement Practices; WGM QPR (Chapter 20)
Government and Regulatory Bodies	.Meetings/ Reports/ Applications .Site visits (Mining/Factory) .Reports from 3 rd -party independent consultants (e.g. QPR)	.Environmental matters .Compliance with PRC laws & regulations .Applications for conversion/ renewal of licences	.Overall report (SR/AR); . WGM QPR ; .Corporate website ('Announcements' section)
Suppliers/ Contractors	.Meetings	.Procurement to support local economy . Business continuity .Compliance with applicable PRC laws, rules & regulations	.Social/ Procurement Practices

Our People

As at 31 December 2017, the Group employed a total of 177 employees.

The Group strives to further improve on human resource recruitment, training, appraisal and remuneration management.

The Group has standardised its form of employment, so as to ensure that the basic rights and interests of its employees are protected, and to maintain good labour relations. We purchased all necessary insurance for the employees in accordance with the relevant labour laws. We ensure that our miners and our outsourced miners pass the relevant health checks, possess social and commercial insurance before they undertake any work at our mines.

The Group is committed to staff upgrading. Each year, the Group sends employees to attend training, courses and seminars relevant to their scope of work, including orientation training for new employees, training for middle and senior management, professional training on geological exploration and safety training.

The employees of Sichuan Mianzhu Norwest Phosphate Chemical Co., Ltd ('SMNPC'), a subsidiary of the Group that was incorporated in the PRC, are organised under a trade union formed to protect the legal interests of such employees. The relationship and level of co-operation between our management and the trade union have been strong. There have not been any incidences of work stoppages or labour disputes arising from trade union disputes which have affected our operations in any material respect.

Social / Procurement Practices

We strive to make a positive impact on the lives of people who live in the areas where we have a presence. We, as far as possible, employ local workers and provide these workers with relevant training and skills development.

The Group is committed to be in strict compliance with the laws, responding positively to government policies, paying taxes in due course, and helping to improve local employment, thus making significant contribution to the local fiscal revenue.

We also participate in local community projects in the vicinity of our business operations in Mianzhu City, Sichuan Province, PRC.

We seek to support and promote local businesses and economic activities by engaging them as suppliers. Whenever possible, we procure our raw materials from local suppliers within the vicinity of our operations.

SGX 'Primary Components for Sustainability Reporting' Index (Source: SGX [Practice Note 7E](#))

#	Primary Component	Section Reference
1	Material ESG Factors	.Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
2	Policies, Practices and Performance	Board Statement / Sustainability Statement of Management
3	Board Statement	Board Statement / Sustainability Statement of Management
4	Targets	.Board Statement / Sustainability Statement of Management .Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
5	Framework	'About This Report'

4. Contents of Sustainability Reporting

Primary components

4.1 The sustainability report should comprise the following primary components:

- (i) Material ESG factors.** The sustainability report should identify the material ESG factors, and describe both the reasons for and the process of selection, taking into considering their relevance to the business, strategy, business model and key stakeholders.
- (ii) Policies, practices and performance.** The sustainability report should set out the issuer's policies, practices and performance in relation to the material ESG factors identified, providing descriptive and quantitative information on each of the identified material ESG factors for the reporting period. Performance should be described in the context of previously disclosed targets.
- (iii) Targets.** The sustainability report should set out the issuer's targets for the forthcoming year in relation to each material ESG factor identified.
- (iv) Sustainability reporting framework.** The issuer should select a sustainability reporting framework (or frameworks) to guide its reporting and disclosure. The sustainability reporting framework(s) selected should be appropriate for and suited to its industry and business model. The issuer should state the name of the framework(s), explain its reasons for choosing the framework(s) and provide a general description of the extent of the issuer's application of the framework(s).
- (v) Board statement.** The sustainability report should contain a statement of the Board on the Board having considered sustainability issues as part of its strategic formulation, determined the material ESG factors and overseen the management and monitoring of the material ESG factors.

Figure 1(Source: [SGX Practice Note 7F](#))

GRI Content Index

GRI Content Index: GRI Standard / Disclosure Number and Title	Section Reference
GRI 101: Foundation 2017	Note: ‘AR’ =Annual Report ‘SR’ = Sustainability Report
General Disclosures	
<u>GRI 102: General Disclosures 2017</u>	
102-1 Name of the organization	AR, SR (Front Cover)
102-2 Activities, brands, products, and services	AR (Inside Front Cover, ‘About Us’ section)
102-3 Location of headquarters	AR (Back Cover)
102-4 Location of operations	AR (Inside Front Cover, ‘About Us’ section)
102-5 Ownership and legal form	AR (‘Substantial Shareholders’ / ‘Statistics of Shareholdings’ section)
102-6 Markets served	AR (‘Message to Shareholders’; ‘Segment Information’)
102-7 Scale of the organization	AR (‘Financial Review’, (‘Corporate Social Responsibility’), ‘Our People’)
102-8 Information on employees and other workers	‘Our People’, AR (‘Corporate Social Responsibility’)
102-9 Supply chain	‘Our People’, AR (‘Corporate Social Responsibility’)
102-10 Significant changes to the organization and its supply chain	AR (‘Message To Shareholders’)
102-11 Precautionary Principle or approach	AR (‘Corporate Social Responsibility’)
102-13 Membership of associations	CEO and Executive Director Dr Ong Hian Eng is a member of the Singapore-Sichuan Trade & Investment Committee (SSTIC).
2. Strategy	
102-14 Statement from senior decision-maker(s)	Sustainability Statement of the Board/Management , AR (‘Message to Shareholders’)
102-15 Key impacts, risks, and opportunities	AR (‘Message to Shareholders’)
3. Ethics and integrity	
102-16 Values, principles, standards, and norms of behaviour	‘About This Report’
102-17 Mechanisms for advice and concerns about ethics	Annual Report (‘Report on Corporate Governance’ (refer sub-sections on Internal Audit; Whistle-blowing policy); Independent Auditors’ Report)

GRI Content Index: GRI Standard / Disclosure Number and Title	Section Reference
4. Governance	
102-18 Governance structure	Annual Report ('Board of Directors', 'Report on Corporate Governance')
5. Stakeholder engagement	
102-40 List of stakeholder groups	'Key Stakeholders Engagement'
102-41 Collective bargaining agreements	'Our People'
102-42 Identifying and selecting stakeholders	'Key Stakeholders Engagement'
102-43 Approach to stakeholder engagement	'Key Stakeholders Engagement'
102-44 Key topics and concerns raised	'Key Stakeholders Engagement' ; 'Material Topics and Boundaries'
6. Reporting practice	
102-45 Entities included in the consolidated financial statements	
102-46 Defining report content and topic Boundaries	'About this Report'
102-47 List of material topics	Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
102-48 Restatements of information	N.A. (First Report)
102-49 Changes in reporting	N.A. (First Report)
102-50 Reporting period	'About this Report'
102-51 Date of most recent report	31 December 2017
102-52 Reporting cycle	Annually (31 December 2017 = first report)
102-53 Contact point for questions regarding the report	http://asiaphos.com/contact.php
102-54 Claims of reporting in accordance with the GRI Standards	'About This Report'
102-55 GRI content index	'GRI Content Index' (this section)
102-56 External assurance	We will aim to comply with prevailing SGX SR rules
MATERIAL TOPICS	Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
Economic Economic Performance	
GRI 103 : 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 201: Direct economic value generated and distributed	Annual Report (Statement of Comprehensive Income)
Economic Indirect Economic Impacts	
GRI 103 : 103-1 to 103-3 Disclosures of Management Approach ('DMA')	

GRI Content Index: GRI Standard / Disclosure Number and Title	Section Reference
GRI 203-2: Significant indirect economic impacts	[Local Communities]
Economic Procurement Practices	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 204: Proportion of spending on local suppliers	Social/ Procurement Practices : No specific % target; however, we endeavour to support and promote local businesses and economic activities by engaging them as suppliers. We currently procure our raw materials from local suppliers within the vicinity of our operations.
Economic Anti-Corruption	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 205: 205-1: Operations assessed for risks related to corruption	Annual Report ('Report on Corporate Governance' (refer sub-sections on Internal Audit; Whistle-blowing policy); Independent Auditors' Report)
Environmental Energy	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 302: 302-1: Energy Consumption within the organisation	Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
Energy Consumption / Emissions	
Environmental Emissions	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 305: 305-1: Direct greenhouse gas emissions (Scope 1)	Energy Consumption / Emissions
GRI 305: 305-2: Energy Indirect greenhouse gas emissions (Scope 2)	
Environmental Water	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 303: 303-1: Water withdrawal by source / Interactions with water as a shared resource	Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
GRI 303: 303-2: Management of water discharge-related impacts	(Waste / water management)
GRI 303: 303-3: Water withdrawal	
Environmental Biodiversity	

GRI Content Index: GRI Standard / Disclosure Number and Title	Section Reference
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 304: 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	WGM QPR (section 'Environmental and Rehabilitation'; 'Environmental Studies, Permit, and Social or Community Impact')
GRI 304: 304-2: Significant impacts of activities, products, and services on biodiversity	
Environmental Effluents and Waste	Identifying and prioritizing the Material ESG Factors / 'Material Topics and Boundaries'
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	(Energy Consumption / Emissions)
GRI 306: 306-1: [Water discharge by quality and destination]	(Waste / water management)
Environmental Compliance	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 307: 307-1: Non-compliance with environmental laws and regulations	We believe we are compliant with (and target to meet/exceed) applicable laws & regulations. Refer WGM QPR (section 'Environmental and Rehabilitation'; 'Environmental Studies, Permit, and Social or Community Impact').
Social Occupational Health and Safety	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	CSR 'Environmental & Safety'; 'Health and Safety' (Training)
GRI 403: 403-1: Occupational health and safety management system	CSR 'Environmental & Safety'; 'Health and Safety' (Training)
GRI 403: 403-2: Hazard identification, risk assessment, and incident investigation	CSR 'Environmental & Safety'; 'Health and Safety' (Training) . Refer also: WGM QPR (various sections, e.g. 'Property Description & Location: Risk Factors'; 'Mining methods', 'Environmental Studies, Permit, and Social or Community Impact').
Social Training and Education	
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	'Our People'
GRI 404: 404-2: Programs for upgrading employee skills and transition assistance programs	

GRI Content Index: GRI Standard / Disclosure Number and Title	Section Reference
Social Local Communities	Corporate Social Responsibility: Social / Procurement Practices
GRI 103: 103-1 to 103-3 Disclosures of Management Approach ('DMA')	
GRI 413: 413-1 : Operations with local community engagement, impact assessments, and development programs	Refer WGM QPR (section 'Environmental Studies, Permit, and Social or Community Impact').