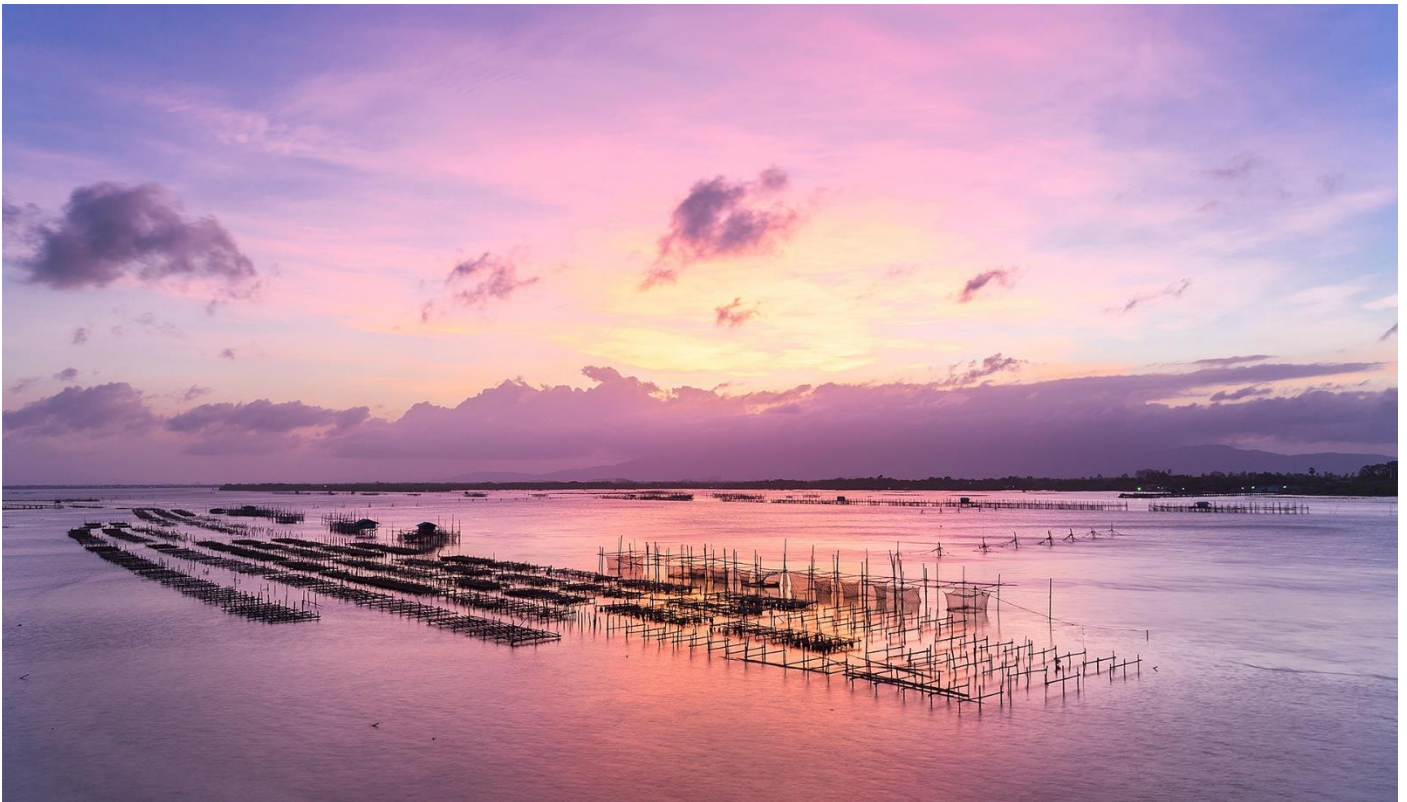




Sustainability Report 2017

Nurturing Growth with Sustainability



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CEO's Message

Dear Stakeholders,

We are pleased to present Oceanus Group's first sustainability report.

Oceanus' commitment to sustainability and food security is driven by the Group's mission to produce and supply premium seafood products through research-based farming. This is backed by our vision to become a global seafood supply and value chain conglomerate through diversification, alliances and developing cutting edge aquaculture technology.



In the last few years, Oceanus has undergone a series of business transitions and transformation, resulting in improved farming methods and yield. Oceanus' business model is now geared towards creating competitive advantage and moving throughout the supply chain, from science and evidence-based farming techniques for hatchery to processing, distribution and consultancy services. We are also exploring aquaculture opportunities globally through our consulting arm to capitalise on the booming industry and achieve a sustainable revenue stream.

We are aware that climate change is very instrumental to our business continuation, as evident from the events of 2011 and 2012 where significant losses were suffered as a result of extreme climate conditions. As such, we are dedicated to mitigate any adversity caused by climate change by constantly innovating and increasing efficiency in our hatchery processes. As the only land-based abalone farm in the world to employ cutting edge technologies for hatchery under carefully controlled environments, we have put in place the necessary technological infrastructure to monitor vital breeding parameters, such as the pH level, oxygen saturation and salinity, that will determine the survival of our spawns, and alert us of anomalies that may be a sign of external threats such as algae blooms or red tides, for us to take the necessary precaution in good time.

We believe that enhancing food security and ensuring food safety are our long-term pillars of sustainable growth. To ensure the health and safety of our customers, we only engage reputable distribution suppliers who comply with environmental laws and regulations to procure our distribution products.

We would like to extend our appreciation to all stakeholders, past and present, for your support to Oceanus all these years. Moving forward, we shall maintain our strong relationships and continue to place an emphasis on good sustainability practices.

Sincerely,
MR PETER KOH
Chief Executive Officer

Our Sustainability Story

Our Vision

To be a global producer of seafood with an integrated supply chain that spans from upstream farming to downstream distribution and fast moving consumer goods (“FMCG”).

Our Mission

To produce quality, nutritional and affordable fresh and frozen seafood products by engaging in sustainable land- and sea-based farming practices created through innovation in Research and Development (“R&D”) as well as to preserve the environment so that our next generation can enjoy a bountiful supply of safe and sustainable seafood.

Sustainability Philosophy

We envision to shape the future of aquaculture with a strong focus on food security through Sustainable R&D and research-based farming. By incorporating sustainability issues into our strategic formulation, we will grow our business and operate without harming the environment, keeping in mind our long-term goal of enhancing food security.

Sustainability Targets

Oceanus aims to enhance the aquaculture infrastructure in Singapore and abroad, by becoming highly scalable, portable and more energy efficient than land-based farms. Prioritising the health and safety of our customers, we target to maintain zero food safety incidents and continue practising strict compliance with food safety regulations.

The Group endeavours to further reduce any adversity caused by climate change by improving our efficiency and innovative efforts. We also aim to increase labour efficiency using the Internet of Things (“IoT”) and Artificial Intelligence (“AI”) to improve our farming yields.

Noteworthy Milestones

The Group’s recent success has motivated us to continue providing customers with quality products and ensuring sustainable, profitable growth for the benefit of our stakeholders.

Our recent milestones and accolades reflect not only our drive towards business success but also our commitment towards good governance and transparency to our stakeholders. Our achievements are as follows:

- Entered into membership with Securities Investors Association (Singapore) in 2017 to improve public and stakeholder awareness of Oceanus and its business
- Participation in 7th Singapore Investment Week 2018 as keynote speaker
- Oceanus Group CEO, Mr Peter Koh, conferred the 2018 Outstanding CEO award by Influential Brands
- Entered into a Memorandum of Understanding with China Construction Group and Shaw Investments to jointly explore aquaculture-related projects and infrastructure
- Oceanus Oceanic Institute established in February 2018 and designated as Oceanus Group's R&D arm to pursue sustainable aquaculture technologies

Organisation Profile

Company Name: Oceanus Group Limited

Founded: 1988

Listed on SGX: 2008

Company Headquarters: Singapore

Our Operating Segments

1. Farming Operations
2. Distribution & FMCG
3. Consultancy
4. Media and Branding

Farming Operations

Abalone hatchery is a core part of the Group's daily operations. Over the past few years, we have transitioned from full-sized abalone farming to a hatchery business model where we focus on spawning and producing juvenile abalones. Our customer base in this segment predominantly comprises local sea farmers in China who breed the juvenile abalones to market-sized abalones.

As a result of this transition, we have mitigated our exposure to mortality risks and yield inefficiencies associated with full-sized abalone farming which will take a further two to five years. Not only does this establish Oceanus as a premium juvenile abalone supplier to local farming businesses, but it also creates a synergistic working relationship within the growing aquaculture industry in China. Oceanus re-enters the value chain by buying the adult abalones back from local farms for further processing before distributing them into the market.



Since 2017, we have ramped up our efforts to develop our farming capabilities. This includes the establishment of Oceanus Tech which focuses on pursuing cutting-edge aquaculture technologies. This is done in collaboration with industrial partners and global institutions with a strong focus on aquaculture technology, including James Cook University, Jimei University, Temasek Polytechnic and Republic Polytechnic. Oceanus Oceanic Institute was also established in 2018 to lead our in-house R&D.

Looking forward, we aim to diversify our product portfolio to include other seafood such as different types of consumable fishes and prawns.

Distribution and FMCG

Currently, we distribute to the Singapore market. With the recent establishment of our first import-export arm in Xiamen, China in 2017, this represents our first step towards building our distribution network across Asia-Pacific and South America.

Consultancy

With technical expertise in selective genetic breeding, recirculating aquaculture systems and other aquaculture-related technologies, Oceanus Group provides consultancy services locally and abroad.

We will continue to tap on our expertise and network of partners to seek more opportunities for consultancy services, thereby strengthening our track record and capabilities.

Media and Branding

In February 2018, we established Copy Comm Pte Ltd (“CCPL”), a media and branding arm. Led by experts in the media and branding space, CCPL provides services related to video marketing, interactive media, animation videos, visual media, content marketing and strategy consulting.

Ethics and Integrity

Ethics and Compliance

Oceanus prioritises ethics management and we set a strong tone at the top. Our ethics and compliance programme plays an integral role in the company's operations. We work diligently to ensure that our employees comply with applicable laws and policies and adhere to the highest standards of ethics and integrity.

Whistle-blowing Policy

The Group has implemented a whistle-blowing policy where wrongful acts or concerns can be raised without fear of reprisal. The whistleblowing policy is part of the Group's commitment to create an environment of integrity and transparency. Employees and external suppliers are strongly encouraged to report any concerns or wrongful act to the whistleblowing line. Any reported instance of unethical conduct will be thoroughly investigated and followed with appropriate disciplinary action.

Interested Person Transactions

The Group has adopted an internal policy in respect of any transactions with interested persons and established procedures for the review and approval of such transactions. All interested person transactions will be properly documented and submitted to the AC for quarterly review to ensure that they are carried out on an arm's length basis, on normal commercial terms and will not be prejudicial to the interests of the shareholders.

There were no interested person transactions in FY2017. The Company has not adopted any interested person transaction mandate which requires approvals from our shareholders.

Dealing in Securities

The Group has adopted and implemented policies in line with the SGX-ST's best practices in relation to the dealing of shares of the Company. The policies have been made known to directors, executive officers and any other persons as determined by Management who may possess unpublished material price-sensitive information of the Group.

The Group has advised Directors and all key executives not to deal in the Company's shares during the period commencing one month prior to the announcement of the Company's interim, half-yearly and full-year results and ending on the date of the announcement of the results.

The Group has reminded our Directors and officers that it is an offence under the Securities and Futures Act, Chapter 289, for a listed issuer or its officers to deal in the listed issuer's securities as well as securities of other listed issuers when the officers are in possession of unpublished material price-sensitive information in relation to those securities. Directors and executives are expected and reminded to observe insider-trading laws at all times even when dealing in securities within permitted trading periods. The Group has further reminded our Directors and officers not to deal in the Company's securities on short-term considerations.

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

Oceanus takes a strong stance against corruption and malpractice in the Group. All employees are educated on the Group's zero tolerance for corruption practices.

In the event of reported corrupt incidents, independent investigations will be carried out in an appropriate and timely manner, as and when required. Mitigating and preventive measures will be implemented to improve on the existing internal controls and policies to prevent recurrence.

There was no incident of corruption in FY2017.

Governance and Statement of the Board

Oceanus has established a Sustainability Task Force (“STF”) which comprises heads of different departments and is chaired by the Group Chief Financial Officer, Mr Duane Ho. The Task Force reports to the Board on sustainability matters and execute decisions made by the Board.

The Board has considered sustainability issues as part of our strategic formulation, approved the material environmental, social and economic topics identified and overseen that the factors identified are managed and monitored.

Please refer to the Corporate Governance Report in our Annual Report 2017 for more information on corporate governance practices and risk management structure.

Stakeholder Engagement

The Group understands sustainable growth is dependent upon meeting and exceeding the reasonable expectations of our key stakeholders. We determine the material topics based on the principle of materiality to stakeholders. We have engaged in meaningful and productive dialogues with them and participated in various industry and government forums to keep abreast of any material stakeholder issues.

We identify key stakeholders as groups that have material impact or have the potential to be impacted by our operations. The following table summarises our key stakeholders, engagement platforms and their key concerns.

Stakeholders	Engagement Platforms	Issues of Concerns	Section Reference
Employees	<ul style="list-style-type: none"> Performance appraisal system Health and Safety 	<ul style="list-style-type: none"> Remuneration Staff Benefits Occupational Health & Safety Ethics and Conduct Compliance with local labour laws 	<ul style="list-style-type: none"> Our People, Our Assets
Suppliers	<ul style="list-style-type: none"> Supplier socioeconomic and environmental assessment 	<ul style="list-style-type: none"> Environmental compliance 	<ul style="list-style-type: none"> Managing Our Suppliers
Customers	<ul style="list-style-type: none"> Annual Reports Product quality feedback 	<ul style="list-style-type: none"> Quality and safety of products Food Safety Certifications Compliance with local health and safety regulations Marketing and Labelling 	<ul style="list-style-type: none"> Product Safety
Governments and Regulators	<ul style="list-style-type: none"> Quarterly announcements on SGX Annual Reports Sustainability Reporting Ongoing dialogues 	<ul style="list-style-type: none"> Regulatory and Industrial requirements Environmental compliance with local regulations 	<ul style="list-style-type: none"> Environmental Compliance Socioeconomic Compliance Product Safety Managing Our Suppliers
Community	<ul style="list-style-type: none"> Engagement in community services 	<ul style="list-style-type: none"> Environmental impact Social development 	<ul style="list-style-type: none"> Environmental Awareness Giving Back to Society

Shareholders and investors	<ul style="list-style-type: none">• Annual Reports• Investor Relations Management• Annual General Meetings	<ul style="list-style-type: none">• Economic performance• Anti-corruption• Foot safety	<ul style="list-style-type: none">• Product Safety• Anti-corruption
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Reporting Practice

Our first sustainability report is produced in accordance to the GRI standards “Core” option covering our Group’s performance from 1 January 2017 to 31 December 2017. The GRI standards represent the global best practices for reporting on economic, environmental and social topics.

The report also incorporates the primary components of report content as set out by the SGX’s “Comply or Explain” requirements on sustainability reporting under Listing Rule 711B.

GRI does not require external assurance and the Group’s STF has assessed that external assurance is not required as the Group is laying the foundations for a sustainability reporting framework this year.

This report supplements the Group’s 2017 Annual Report, which is available online at: <https://oceanus.com.sg/>. Detailed section reference with GRI Standards is found at the GRI Standards Content Index section of this report.

The Group’s material topics are identified based on their impact on our internal and external stakeholders, as outlined in the Stakeholders Engagement section.

Material Topics	Report Sections and Indicators	Boundaries
ECONOMIC		
Economic Performance	Dealing with Climate Change (GRI 201-2)	Farming Operations
Market Presence	Ethical Labour Practices (GRI 202-1) Workforce Diversity (GRI 202-2)	Group-wide
Indirect Economic Impacts	Continuing Innovation (GRI 203-2)	
Anti-corruption	Anti-Corruption (GRI 205-1, 205-2, 205-3)	
ENVIRONMENTAL		
Energy	Energy and Emissions Management (GRI 302-4)	Group-wide
Water	Water and Effluents Management (GRI 303-1)	
Emissions	Energy and Emissions Management (GRI 305-5)	
Effluents and Waste	Water and Effluents Management (GRI 306-1)	
Environmental Compliance	Environmental Compliance (GRI 307-1)	Farming Operations
Supplier Environment Assessment	Managing Our Suppliers (GRI 308-1, 308-2)	Group-wide including Farming Operations and Distribution

Material Topics	Report Sections and Indicators	Boundaries
SOCIAL		
Employment	Workforce Diversity (GRI 401-1) Employee Benefits and Development (GRI 401-2, 401-3)	Group-wide
Occupational Health and Safety	Occupational Health and Safety (GRI 403-2, 403-3)	
Training and Education	Employee Benefits and Development (GRI 404-3)	
Diversity and Equal Opportunity	Workforce Diversity (GRI 405-1, 405-2)	
Non-discrimination	Ethical Labour Practices (GRI 406-1)	
Local Communities	Giving Back to Society (GRI 413-1)	
Customer Health and Safety	Managing Our Suppliers (GRI 416-1, 416-2)	
Marketing and Labelling	Marketing and Labelling (GRI 417-1, 417-2, 417-3)	
Socioeconomic compliance	Socioeconomic Compliance (GRI 419-1)	

Product Safety

Oceanus places utmost importance on ensuring food safety for all our products, and we are committed to distributing seafood of premium quality and taste. For products that we distribute, we evaluate our suppliers to ensure that they meet regulatory standards in food safety and product labelling.

Managing Our Suppliers *(GRI 416-1, 416-2)*

The Group endeavours to become a global seafood producer, and food safety is unequivocally our topmost priority. From the procurement of abalones to the packing and distribution of our products, we exercise extreme caution in evaluating the quality of our suppliers' products to ensure food safety along our value chain.

Prior to commencing production, we would perform site inspections at our processing factories, and we only engage with factories with relevant Government certifications for food processing and food safety. This ensures that our factories strictly comply with safety regulations, and our products adhere to our highest food safety standards.

In FY2017, our suppliers did not have any reported incident of product health and safety.

Marketing and Labelling *(GRI 417-1, 417-2, 417-3)*

We comply with local regulations regarding marketing and labelling for all our products, as we strongly believe in being truthful towards our consumers to establish us as a reputable premium seafood supplier.

Where our products are intended for Halal consumption, they will be labelled with appropriate Halal certifications. Our products are also labelled with the Healthier Choice logo by Health Promotion Board. All ingredients are clearly labelled on our products.

There was no incident of non-compliance with marketing and labelling regulations in FY2017.

Environmental Awareness

At Oceanus, we only procure wild abalones from suppliers that strictly comply with relevant environmental regulations and adhere to import quotas set by the government bodies.

Managing Our Suppliers *(GRI 308-1, 308-2)*

Oceanus only sources from suppliers with proper reputations and certifications for sustainable farming.

Distribution

We verify that our wild abalone suppliers source only from Australia, New Zealand, China and South Africa, which are countries with strict laws and quotas on abalone fishing. On top of that, we periodically assess the competency of our suppliers based on their environmental compliance.

Farming Operations

Our feed suppliers are thoroughly assessed for both quality and safety to ensure that our juvenile abalones are well-fed. With a diversified pool of feed suppliers, we are able to adapt quickly in the event that a certain source of feed is deemed unsuitable for use at our farms. Our suppliers are also spread across a wide region in China to ensure geographical diversification which mitigates supplier risk in our supply chain.

Dealing with Climate Change *(GRI 201-2)*

The Group is well aware climate change poses a significant risk to our abalone farming yields and operations. As such, we have implemented various innovations and measures to ensure that business risks due to climate change are mitigated.

Farming Operations

Due to the extreme sensitivity of abalones to change in environmental factors, a mere deviation of ≥ 5 degree Celsius from the optimal water temperature level would result in a significant increase in mortality rates. Small amounts of pesticides, bacteria or harmful chemicals can also severely impact the growth of abalones. In these aspects, climate change poses a significant risk to our operations. This was particularly evident in 2011 when our farms suffered major stock losses and infrastructural damages due to Typhoon Usagi.

In order to effectively mitigate the risk and impact of climate change, our hatcheries are equipped with technologies, including the use of nettings and structures to provide shade against excessive sunlight and to keep the water temperature cool. These structures are also made to be collapsible in the event of strong winds or typhoons.

In addition, our abalone farms are equipped with a flow-through system whereby seawater is pumped into the tanks. In the event of sea pollution or unsuitable seawater conditions, these flow-through pipes can be shut down within short notice to isolate the tanks and minimise impact of ocean change. Other mitigating measures include daily cleaning and maintenance of all tanks and frequent farm inspections to ensure that farming conditions and water quality are kept at optimal levels.

Energy and Emissions Management (GRI 302-4, 305-5)

The Group strongly encourages energy-saving practices among employees to effectively reduce our carbon footprint. We have implemented numerous initiatives in line with our environmental policy to reduce energy consumption and increase energy efficiency in our daily operations.

This includes an optimal activation of seawater pumps and strict implementation of environmental policies amongst all staff and workers, such as shutting down equipment and appliances when not in use.

We believe that increasing energy efficiency at all stages of our farming operations will effectively reduce energy usage. For example, we shade our tanks with black nettings to allow for water temperatures to remain cool during the summer without having to use water cooling equipment. Our farms are also located closer to the shoreline to reduce energy needed to pump seawater. These measures effectively reduce our carbon footprint in our daily operations.

Water and Effluents Management (GRI 303-1, 306-1)

Seawater needs to be pumped through the tank to regulate the water temperature in the tank and to allow abalones to absorb micronutrients present in the seawater that are essential for their growth.

As such, our tanks are built with a flow-through system which draws seawater into the tank and lets seawater flow back into the sea. In order to mitigate the risk of water pollution in our operations, we ensure that all feeds added into the tanks are all-natural and free from harmful or pollutive chemicals, such as being largely comprised of vegetable materials like seaweed.

Environmental Compliance *(GRI 307-1)*

Farming Operations

Oceanus takes extra precaution in ensuring strict compliance with local environmental regulations during daily operations.

There was no incident of non-compliance with environmental laws and regulations in FY2017.

Our People, Our Assets

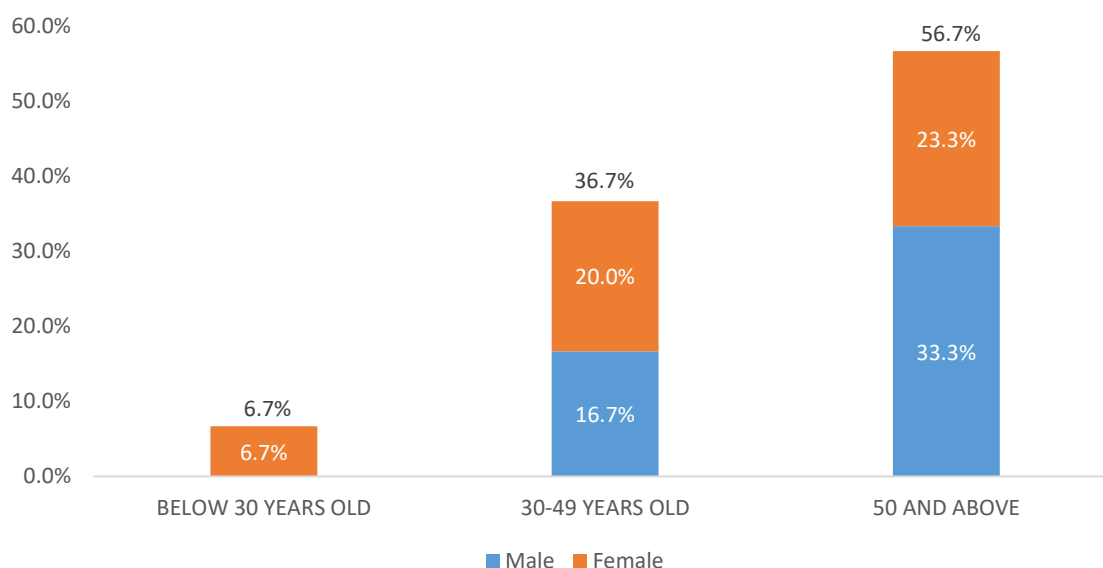
At Oceanus, we commit to the sustainable development of the community and our staff. We value and compensate the contributions of all our staff, and we treat everyone equally and with respect. We implement measures to ensure workplace safety and we strive for zero fatal accidents at all worksites.

Workforce Diversity (GRI 202-2, 401-1, 405-1, 405-2)

The Group believes that workforce diversity promotes creativity and integration of different perspectives. We embrace workforce diversity and do not discriminate against gender or age in staff employment. All employees are fairly remunerated regardless of age or gender.

As at the end of FY2017, we had a total strength of 30 full-time employees.

Our Workforce by Age and Gender



We endeavour to provide employment opportunities for the local communities we operate in. For our regional operations outside of Singapore, majority of the blue-collar workers and 50% of the management are locals. In FY2017, approximately 60% of the management of our farming operations in China was hired from the local community.

Employee Benefits and Development (GRI 401-2, 401-3, 404-3)

The Group believes in promoting staff well-being and productivity for the growth of our business, and we ensure that all employees are entitled to competitive benefits in line with industrial standards, including healthcare, insurance and parental leave. In FY2017, one employee was entitled to parental leave.

In addition, all employees are given opportunities to develop their fullest potential. We invest in our employees to keep them up-to-date with the latest technical knowledge to improve productivity. On top of that, we conduct annual performance appraisals to compensate employees fairly based on their experience, contributions and performance.

Oceanus makes an effort to ensure that all staff remain engaged and motivated on the job. Some staff retention strategies include regular team bonding activities, renovations of the pantry area to promote staff relaxation, as well as attractive wage reviews in China. As at the end of FY2017, our new hire rate was 14% and turnover rate was 5%.

Occupational Health and Safety (GRI 403-2, 403-3)

Oceanus prioritises the health and safety of all employees in our daily operations. We provide all staff and workers with adequate health and safety trainings, especially workers who are directly involved in farming operations.

There are minimal risks associated with farming operations, and there was no incident of workplace health and safety incident in FY2017.

Ethical Labour Practices (GRI 202-1, 406-1)

Oceanus strictly complies with local labour laws and regulations where we operate, and we strive to treat all employees fairly and with dignity and respect. We implement remuneration measures to ensure that the wages of our employees in China are above the legislated minimum wage level.

The Group also implements a non-discrimination policy to ensure ethical labour practices on a group level. Any employee who feels that he/she is unfairly discriminated will have ample avenues to inform our Human Resource Department, and all correspondences will be kept in strict confidence. There was no incident of discrimination in FY2017.

Our Community

Continuing Innovation (GRI 203-2)

Oceanus has partnered with educational bodies such as Temasek Polytechnic, James Cook University, Jimei University on R&D on aquaculture and biomedical sciences. Some of our collaborations are as follows:

- Joint biomarker study on abalone laggards and selective genetics breeding with Temasek Polytechnic
- Development of aquatic feed that comprises alternative soy-based protein with Republic Polytechnic
- R&D on methods to improve growth rate and reduce mortality rates
- Internship programmes conducted in the China farms to share knowledge
- Development of enzymes to convert insects and soy-based protein into aquatic feed



We have also partnered with Shaw Investment Holdings Pte Ltd and China Construction Seventh Engineering Division Corp Pte Ltd to embark on a project to build “Oceanus Aquapolis City”. This project aims to be a highly scalable, portable, more energy efficient than land-based farms, and requires minimal manpower with the use of IoT and Artificial Intelligence AI.

Giving Back to Society (GRI 413-1)

As we expand our operations, we actively hire locals to take up various job positions that come with the opening of new farms. In addition, the Group has been partnering with local businesses to create synergies in our operations.

Oceanus aspires to bring about positive social and environmental impacts to the local community. In FY2017, our charitable acts include:

- House cleaning and painting for needy families
- Donation of toys to Blossom Seed Charity Event



Socioeconomic Compliance (GRI 419-1)

Oceanus ensures that all operations comply with local socioeconomic laws and regulations where we operate in.

There was no incident of non-compliance with social and economic laws and regulations in FY2017.

SGX Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> ▪ Reporting Practice ▪ Stakeholder Engagement
2	Policies, Practices and Performance	<ul style="list-style-type: none"> ▪ CEO's Message ▪ Our Sustainability Story
3	Board Statement	Governance and Statement of the Board
4	Targets	Our Sustainability Story
5	Framework	Reporting Practice

GRI Standards Content Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Organisation Profile
102-2	Activities, brands, products, and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-5	Ownership and legal form	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and other workers	Organisation Profile
102-9	Supply chain	Organisation Profile
102-10	Significant changes to the organisation and its supply chain	Organisation Profile
102-11	Precautionary Principle or approach	Organisation Profile
102-12	External initiatives	Organisation Profile
102-13	Membership of associations	Organisation Profile
102-14	Statement from senior decision-maker	CEO's Message
102-15	Key impacts, risks, and opportunities	CEO's Message, Our Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Ethics and Integrity
102-17	Mechanisms for advice and concerns about ethics	Ethics and Integrity
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement

GRI Standards	Disclosure Content	Section Reference
102-46	Defining report content and topic Boundaries	Reporting Practice
201-1	Direct economic value generated and distributed	Annual Report 2017
201-2	Financial implications and other risks and opportunities due to climate change	Dealing with Climate Change
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Ethical Labour Practices
202-2	Proportion of senior management hired from the local community	Workforce Diversity
203-2	Significant indirect economic impacts	Continuing Innovation
205-1	Operations assessed for risks related to corruption	Anti-corruption
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
302-4	Reduction of energy consumption	Energy and Emissions Management
303-1	Water withdrawal by source	Water and Effluents Management
305-5	Reductions in GHG Emissions	Energy and Emissions Management
306-1	Total water discharged by quality and destination	Water and Effluents Management
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environmental Compliance
308-1	New suppliers that were screened using environmental criteria	Managing Our Suppliers
308-2	Negative environmental impacts in the supply chain and actions taken	Managing Our Suppliers
401-1	New employee hires and employee turnover	Workforce Diversity
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Employee Benefits and Development
401-3	Parental Leave	Employee Benefits and Development
403-2	Types of injury and rates of injury, occupational diseases, lost days, and	Occupational Health and Safety

GRI Standards	Disclosure Content	Section Reference
	absenteeism, and number of work-related fatalities	
403-3	Workers with high incidence or high risk of diseases related to her occupation	Occupational Health and Safety
404-3	Regular Performance and Career Development Review	Employee Benefits and Development
405-1	Diversity of governance bodies and employees	Workforce Diversity
405-2	Ratio of basic salary and remuneration of women to men	Workforce Diversity
406-1	Incidents of discrimination and corrective actions taken	Ethical Labour Practices
413-1	Operations with local community engagement, impact assessments, and development programmes	Giving Back to Society
416-1	Assessment of the health and safety impacts of product and service categories	Managing Our Suppliers
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Managing Our Suppliers
417-1	Requirements for product and service information and labelling	Marketing and Labelling
417-2	Incidents of non-compliance concerning product and service information and labelling	Marketing and Labelling
417-3	Incidents of non-compliance concerning marketing communications	Marketing and Labelling
419-1	Non-compliance with laws and regulations in the social and economic area	Socioeconomic Compliance