



# DELIVERING SUSTAINABLE VALUE

SUSTAINABILITY  
REPORT **2020**



**WILTON**  
WILTON RESOURCES CORPORATION LIMITED



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# BOARD STATEMENT

On behalf of the Board of Directors (the "Board"), we are pleased to present the third Sustainability Report of Wilton Resources Corporation Limited ("Wilton" or the "Company", and together with its subsidiaries, the "Group") for the financial year ended 31 December ("FY") 2020<sup>1</sup>. This report presents the Group's sustainability strategy and performance as we embark on a journey to capture and create value, and promote sustainable development.

In this reporting period, there were no significant changes in the scale of our operation as we have not commenced our commercial production phase.

With the spread of the Covid-19 virus globally in early 2020, new travel and social distancing restrictions were introduced which has resulted in delays to our projects during the year. As such, our priority in FY2020 was to adjust to the evolving environment while ensuring that the needs and concerns of our key stakeholders are met, all employees and workers are healthy and safe. Despite the delays in the projects, we have worked closely with our Engineering, Procurement, Construction and Management ("EPCM") Contractor for the Processing Facility to manage the project delays and plan for the restart of our construction activities at the Processing Facility.

We also continued to uphold our pledge to provide a healthy and safe workplace for all our employees and contractors. In FY2020, we have made progress in advancing our occupational health and safety management system and it is in the process of being formalised. In addition, we are pleased to note that there were zero fatalities, injuries and high-consequence injuries reported during the year.

Looking ahead, there are some signs that recovery from the pandemic is well on its way. With the introduction of the Covid-19 vaccine and the private vaccination programme in Indonesia, we expect the situation to improve and that we will be able to resume our operations in a calibrated manner moving forward. Nonetheless, we will remain vigilant and responsive to the ever changing environment. We will also continue to uphold our commitment to ensure that our operations are sustainable and that we will create positive impacts for our employees, as well as the local communities.



<sup>1</sup> This report covers 12 months financial period from 1 January 2020 to 31 December 2020

# ABOUT THE REPORT

## REPORTING FRAMEWORK

This report has been prepared in accordance to the Global Reporting Initiatives (“GRI”) Standards: “Core” option, and includes disclosures from the GRI Mining and Metal sector supplement. We have also applied additional guidance set forth by the GRI Reporting Principles for defining report content and quality. The GRI Standards has been selected as the framework for reporting as it is internationally-recognised and provides a standardised approach for Wilton to report on our material environmental, social and governance (“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 Wilton’s third Sustainability Report covers our headquarter and operations in Indonesia, and our corporate office in Singapore.

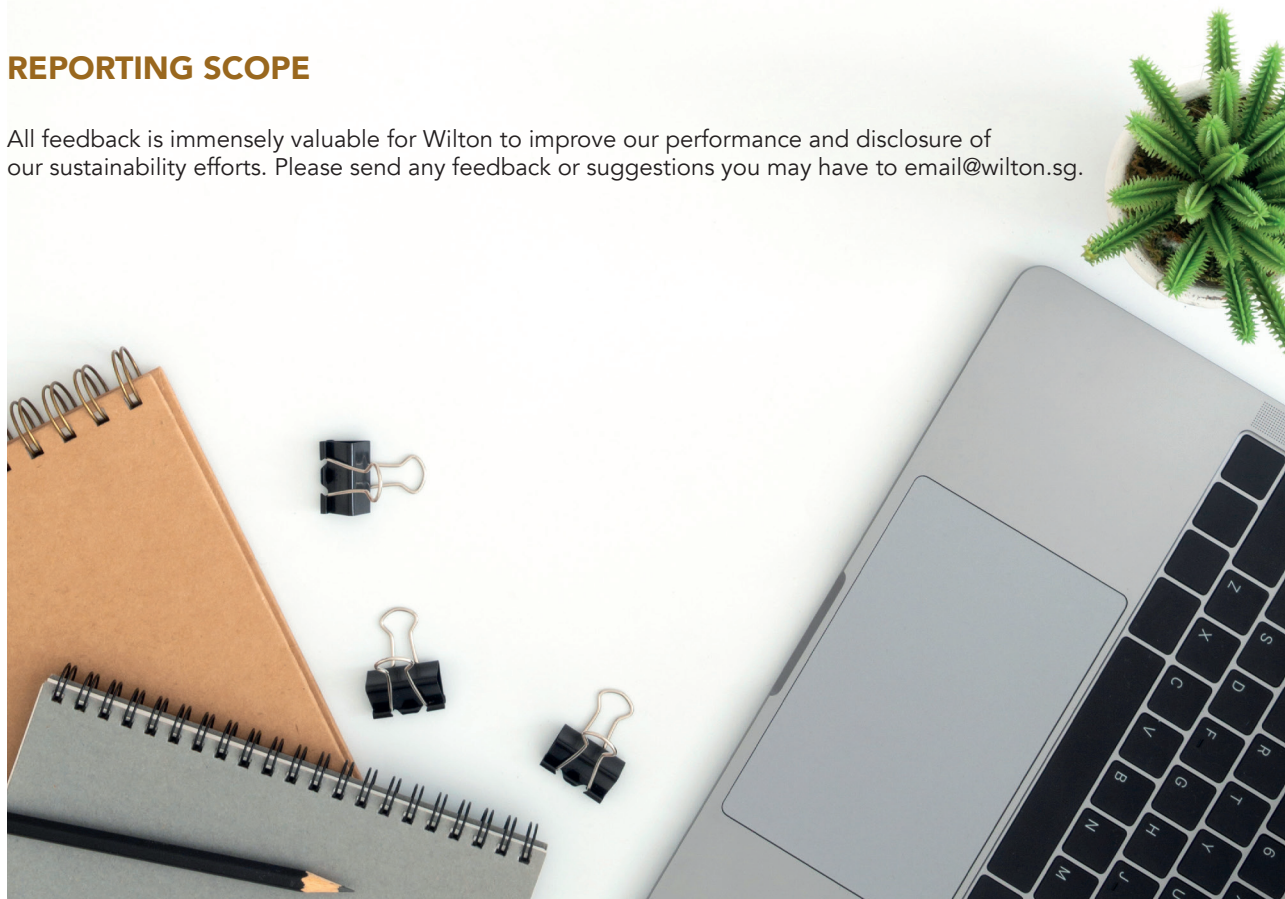
The Company changed its financial year-end from 30 June to 31 December, as announced on 6 March 2020. The previous Sustainability Report issued by the Company on 29 November 2019 covers the period from 1 July 2018 to 30 June 2019. Unless otherwise stated, this report presents the Group’s sustainability performance for the period from 1 January 2020 to 31 December 2020 (“FY2020”), with preceding comparative period (where applicable) from 1 January 2019 to 31 December 2019 (“FY2019”).

## EXTERNAL ASSURANCE

External assurance was not sought for this Sustainability Report. We will consider doing so in the future as our sustainability reporting progresses over time.

## REPORTING SCOPE

All feedback is immensely valuable for Wilton to improve our performance and disclosure of our sustainability efforts. Please send any feedback or suggestions you may have to [email@wilton.sg](mailto:email@wilton.sg).



# FY2020 IN A GLANCE



**44**

**Employees**

in Indonesia and Singapore



**ZERO**

reported cases of non-compliance with all laws and regulations in Singapore and Indonesia



**95%**

completion of the 500 tonnes per day Flotation and Carbon-In-Leach mineral processing plant and its associated supporting facilities.



**ZERO**

Fatalities, injuries or high-consequence injuries in FY2020

# ABOUT WILTON

## VISION

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To be an accomplished gold mining group in Asia

## MISSION

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We are committed to provide sustainable value to our stakeholders and be socially responsible

## CORE VALUES

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### PLEDGE OF PARTNERSHIP

We adopt a "Partnership" approach to achieve a "win-win" situation in all our relationships

### SENSE OF CONVICTION

Our passion and sense of conviction in our business inspires us to deliver our goals



## OUR BUSINESS

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Wilton Resources Corporation Limited is listed on the Catalist Board of the Singapore Exchange and the Company's subsidiary, PT. Wilton Makmur Indonesia Tbk is listed on the Development Board of the Indonesian Stock Exchange. Wilton is headquartered in Jakarta and is engaged in the exploration, mining and production of gold dore in Indonesia - a major gold producing country. The Group's concession area in West Java ("Ciemas Gold Project") covers a total area of 3,078.5 hectares.

Most of our suppliers engaged to support our exploration and production activities includes consultants, legal entites, contractors, subcontractors and equipment providers.

Based on the latest Independent Qualified Person's Report ("IQPR")<sup>2</sup>, it is estimated that the Ciemas Gold Project contains approximately 3,260 kilotonnes ("kt") of ore reserves with an average grade of about 7.7 g/t of gold . In terms of mineral resources, it is estimated that the Ciemas Gold Project has approximately 3,415 kt of measured and indicated mineral resources and 2,559 kt of inferred mineral resources, with an average grade of approximately 8.6 g/t and 6.5 g/t of gold<sup>3</sup>, respectively.

As a result of the travel restrictions for China contractors and social distancing restrictions in Indonesia, operations at the mining site were delayed during the year to ensure employee and worker safety. As of 31 December 2020, the construction of the 500 tonnes per day Flotation and Carbon-In-Leach mineral processing plant and its associated supporting facilities were mostly completed. These facilities will play a key role in unlocking the potential of the Ciemas Gold Project as we enter into the production phase.

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<sup>2</sup> IQPR dated 30 September 2018 was prepared by independent consultant, SRK Consulting (China) Ltd. ("SRK")

<sup>3</sup> In accordance with the 2012 Edition of the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves (the "JORC Code 2012 Edition")

# ABOUT WILTON (Continued)

Figure 1. Group Structure



Figure 2. Location of the Ciemas Gold Project

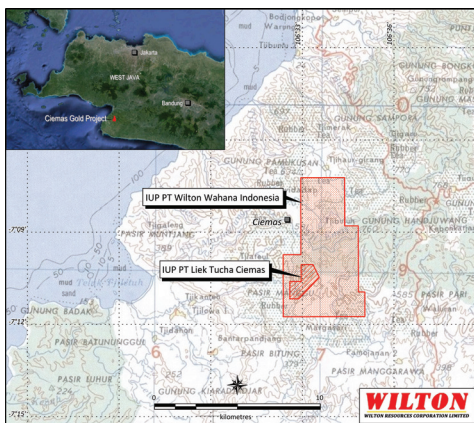


Figure 3. Wilton's 500 tonnes per day Flotation and Carbon-in-Leach mineral processing plant in Ciemas



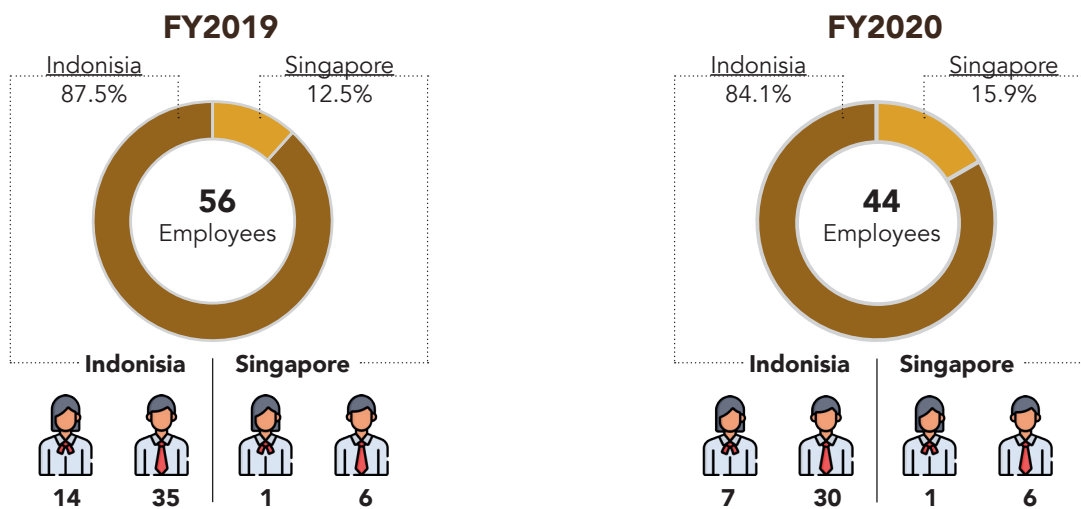
# ABOUT WILTON (Continued)

## OUR PEOPLE

As at 31 December 2020, Wilton has a total of 44 employees across our operations in Indonesia and corporate office in Singapore. This is a decrease from 56 employees as compared to the previous reporting period<sup>4</sup>. The decrease in employees is primarily attributed to the slowdown in economic activity resulting from disruptions caused by the pandemic. All employees are hired on a full-time basis. Wilton's operations are also supported by outsourced workers who provide cleaning, security and mining services.

As the mining industry traditionally attracts more male applicants, our employee profile reflects a higher proportion of males as compared to females. During the reporting period, there was also a decrease in the proportion of females to males. This decrease is a result of a reduction in female staff working in departments such as purchasing, finance and human resources due to reduced operational requirements. In FY2020, 18.2% of our employees were female. Nonetheless, Wilton strives to maintain a diverse and inclusive environment. The profile of our employees are presented in Figures 4 and 5 below.

**Figure 4.** Employee profile by geography and gender

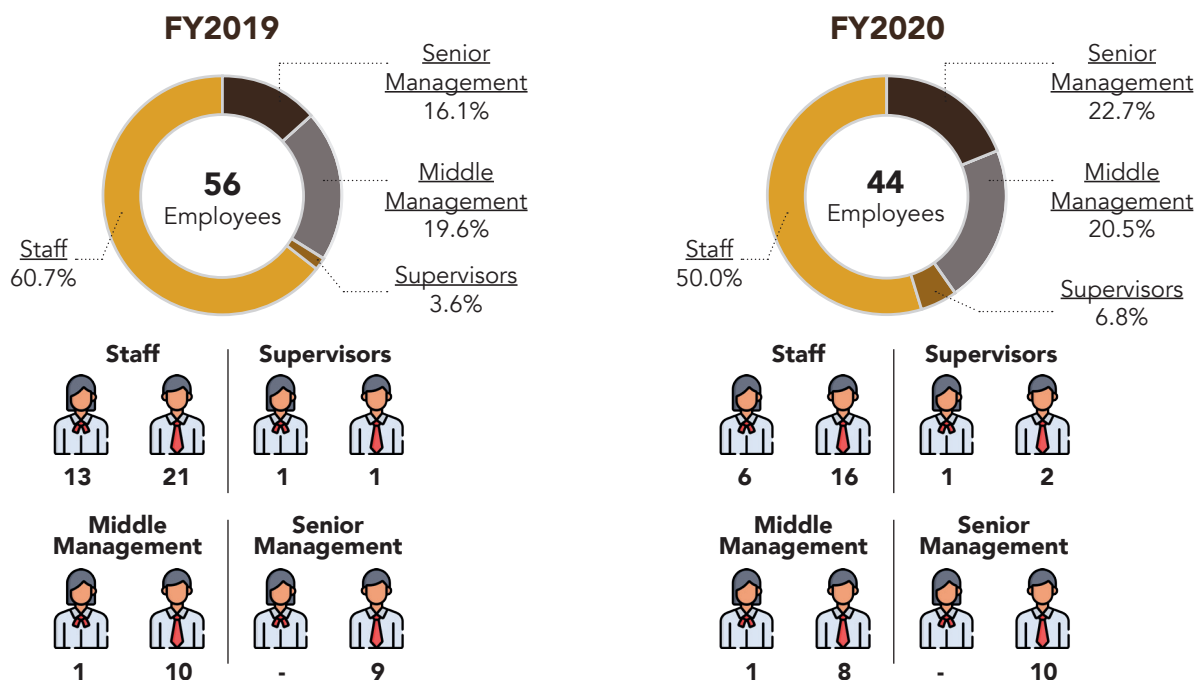


<sup>4</sup> For 'Our people' section of the report, the 'previous reporting period' refers to the period between 1 January 2019 to 31 December 2019.



# ABOUT WILTON (Continued)

**Figure 5. Employee profile by employment category**



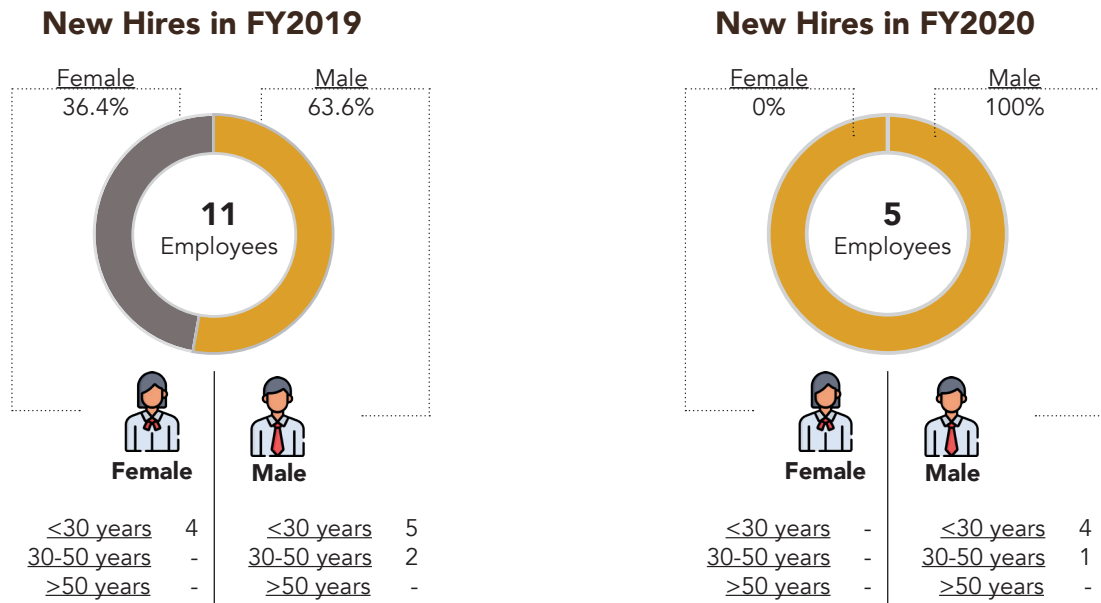
In FY2020, the new hire rate<sup>5</sup> was 11.3% and the turnover rate<sup>6</sup> was 38.6% respectively. This is a significant change when compared to the previous reporting period where the new hire rate was 19.6% and turnover rate was 21.4%. The change in both hiring and turnover rates were both a result of the economic slowdown due to the pandemic. To reduce overheads, Directors of the Company have voluntarily offered a 30% reduction in director fees. Additionally, Wilton employees were provided additional training during the year to ensure that they are equipped with the skills and capabilities cover multiple roles and ensure that the company is able to continue operating with the reduced manpower. In the long term, Wilton intends to hire more employees as the mining operations enter into the production phase.

<sup>5</sup> Computation of new hire rates is based on number of new hires divided by total employee strength at the end of the reporting period

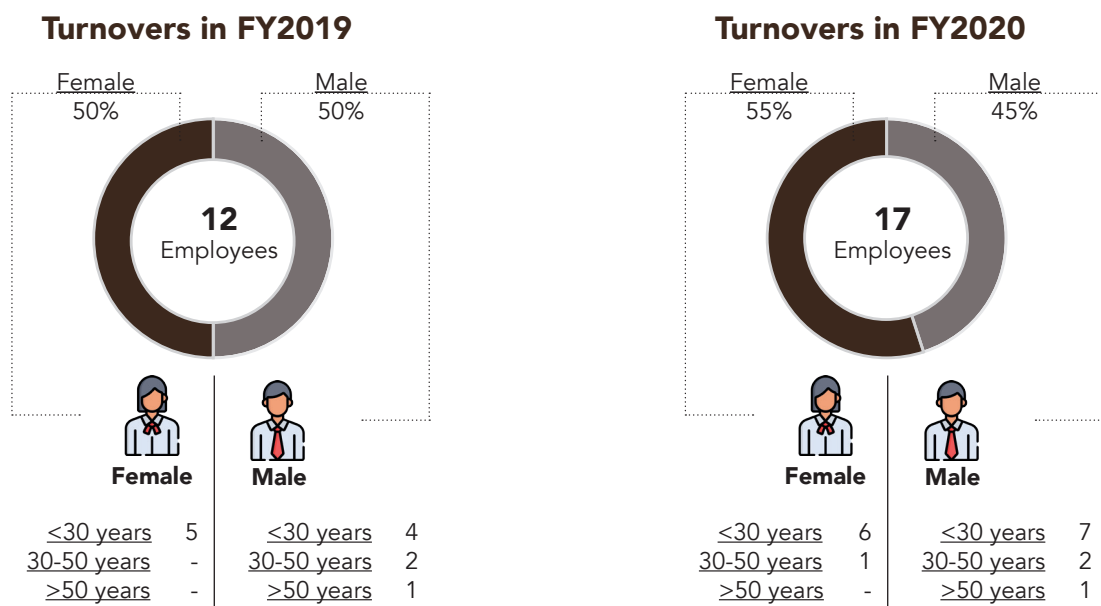
<sup>6</sup> Computation of employee turnover rates is based on number of turnovers divided by total employee strength at the end of the reporting period.

# ABOUT WILTON (Continued)

**Figure 6.** Employee new hire, by gender and age group



**Figure 7.** Employee turnover, by gender and age group



# SUSTAINABILITY AT WILTON




## STAKEHOLDER ENGAGEMENT

At Wilton, we believe that our stakeholders play a pivotal role in the success of our business.



Wilton has identified stakeholders as those who are impacted by the Group's business and operations as well as those who have a material impact on the Group's business and operations. Our key stakeholders include shareholders, employees and workers, contractors and suppliers, regulatory authorities and local communities.

In line with our core value "Pledge of Partnership", we are committed to engaging and fostering a relationship with our stakeholders actively. Through regular engagement, we aim to identify relevant material sustainability matters that are of interest to them, respond to their needs and concerns and deliver sustainable value. Our approach towards stakeholder engagement plan is summarised in Figure 8 below.

**Figure 8.** Stakeholder engagement

Stakeholder group	Stakeholder's expectations	Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
<b>Shareholders</b> 	<ul style="list-style-type: none"> <li>• Wilton's financial performance</li> <li>• Accountability of ESG performance</li> <li>• Reliable and timely information to enable informed investment decisions</li> </ul>	<ul style="list-style-type: none"> <li>• Formulation of strategies to enhance Wilton's financial performance</li> <li>• Implementation of sustainable business practices</li> <li>• Appointment of dedicated Investor Relations team to provide information and attend to queries from shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Updates and announcements on SGXNet</li> <li>• Annual reports and circulars</li> <li>• Meetings with shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• At least semi-annual, and as and when required</li> <li>• Annual</li> <li>• At least once a year</li> </ul>
<b>Employees and workers</b> 	<ul style="list-style-type: none"> <li>• Fair employment practices</li> <li>• Occupational health and safety</li> <li>• Training and development</li> <li>• Employee welfare management</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of whistleblowing policy</li> <li>• Development of occupational health and safety procedures, including use of personal protective equipment, safety training, emergency response plans, etc.</li> <li>• Safety guidance on equipment use</li> <li>• Provision of personal protection equipment</li> <li>• Monitoring of health and safety performance on site</li> <li>• Provision of employee benefits such as on-site housing, medical check-ups, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Internal communications through Intranet, e-mails, etc.</li> <li>• Training programmes, including safety briefings</li> <li>• Performance appraisals</li> <li>• Engagement activities (e.g. breakfasting with staff)</li> </ul>	<ul style="list-style-type: none"> <li>• Regular</li> <li>• Periodic</li> <li>• Semi-annual</li> <li>• Regular</li> </ul>
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>• Fair and transparent business conduct, including pricing expectation, delivery and support requirements, as well as payment terms</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of fair and transparent business conduct, including:                             <ul style="list-style-type: none"> <li>o Comparison of at least three vendors for all purchases</li> <li>o Mandatory disclosure of conflict of interest</li> <li>o Penalty of any ethics breaches</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Communications through e-mail, phone calls and meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Regular</li> </ul>








# SUSTAINABILITY AT WILTON (Continued)

Stakeholder group	Stakeholder's expectations	Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
<b>Regulatory authorities</b> 	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Community investment</li> </ul>	<ul style="list-style-type: none"> <li>Keeping abreast of regulatory requirements and complying with them</li> <li>Implementation of CSR programmes and local employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Statutory reporting</li> <li>On-site inspections</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> <li>Regular</li> </ul>
<b>Local communities</b> 	<ul style="list-style-type: none"> <li>Socioeconomic development</li> <li>Environmental and social impact management</li> </ul>	<ul style="list-style-type: none"> <li>Local employment and technical skills upgrading opportunities</li> <li>Construction of public infrastructures</li> <li>Environmental protection measures to minimise pollution</li> </ul>	<ul style="list-style-type: none"> <li>Meetings with local representatives</li> <li>Local employment</li> <li>Corporate social responsibility ("CSR") programmes</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> <li>Regular</li> <li>Regular</li> </ul>









## OUR COVID-19 RESPONSE

Undoubtedly, the COVID-19 pandemic has disrupted economies globally, and our business was not spared. Wilton's priority for the year was to adjust to the changing environment and ensure the health and safety of our key stakeholders. We have also implemented measures and taken steps to address our key stakeholders concerns and will continue to work closely with them moving forward.

*Figure 9. Wilton's Covid-19 Response*

Stakeholder group	Our Covid-19 Reponse
<b>Shareholders</b> 	<p>Our shareholders are an important aspect to Wilton's business. We seek engage them frequently to address their concerns and to provide timely disclosures to ensure shareholders are well informed of any material business updates.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">               Close communication to ensure we are accountable to our shareholders         </div> <div style="text-align: center;">               Transparent and timely disclosures         </div> </div>
<b>Employees and workers</b> 	<p>The health and safety of our employees remains to be a key priority for us. In this regard, we have implemented enhanced safe management measures such as social distancing, work from home arrangements and provided provision of personal protective equipment (PPE) such as face masks and hand sanitizers to ensure the safety of our employees.</p> <p>To reduce overheads, Directors of the Company have voluntarily taken a 30% reduction in director fees. In addition, we are also using this time to upskill our employees and have introduced trainings to our employees to equip them with new skills and knowledge.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">               Voluntary reduction in Director fees         </div> <div style="text-align: center;">               Upskilling of employees         </div> <div style="text-align: center;">               Provision of PPE such as face masks and hand sanitizers         </div> </div>

# SUSTAINABILITY AT WILTON (Continued)

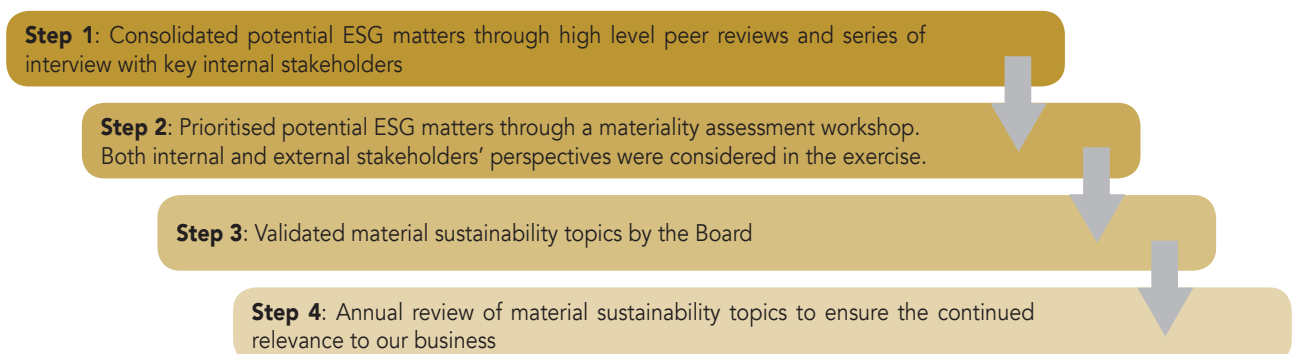
Stakeholder group	Our Covid-19 Reponse
<b>Suppliers</b> 	<p>We seek to maintain close communications with our suppliers to update them on the status of our projects. Due to the restrictions in Indonesia, our EPCM contractor was not able to proceed with the construction of the processing facility during the year. We are working closely with them to arrange the necessary visa requirements and quarantine arrangements for the restart of construction activities.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">               Communication with EPCM contractor         </div> <div style="text-align: center;">               Work closely with contractor to restart operations         </div> <div style="text-align: center;">               Close collaboration with EPCM contractor to ensure safety measures are adhered to during restart of operations         </div> </div>
<b>Regulatory authorities</b> 	<p>We have ensured that our operations complied with guidelines and requirements set out by the Singapore and Indonesian regulatory authorities to prevent the spread of the virus. Some of these safe management measures include work from home arrangements, social distancing, temperature screening, enhanced cleaning and disinfection at workplace premises etc.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">               Followed with safe management measures issued by the governments         </div> <div style="text-align: center;">               Supported government schemes such as Job Support Scheme and Temporary Employment Credit received from the Singapore government         </div> </div>
<b>Local communities</b> 	<p>Wilton remains committed to contributing back and improving the livelihoods of the local communities where we operate in. However, due to the social distancing restrictions arising from Covid-19, we were not able to implement any CSR efforts in FY2020. We will continue to monitor the developments and look forward to recommence our CSR efforts soon.</p>

## MATERIALITY ASSESSMENT

Wilton recognises that mining activities can generate significant environmental and social impacts. This includes impact on air, water and soil quality, wildlife and the livelihoods of the local communities. If not managed properly, this may result in operational and reputational risks to the company. To this end, we seek to manage these risks by identifying and addressing our material sustainability topics.

Wilton defines our material sustainability topics as ESG matters that have significant impacts to our business and stakeholders. In our inaugural sustainability report issued on 18 April 2019, we undertook a three-step materiality assessment process, to identify our material sustainability topics. In this reporting period, we reviewed the existing material sustainability topics which was validated by our key management and confirmed that the four material sustainability topics are still relevant and applicable to Wilton. Figure 10 summarises our materiality assessment process.

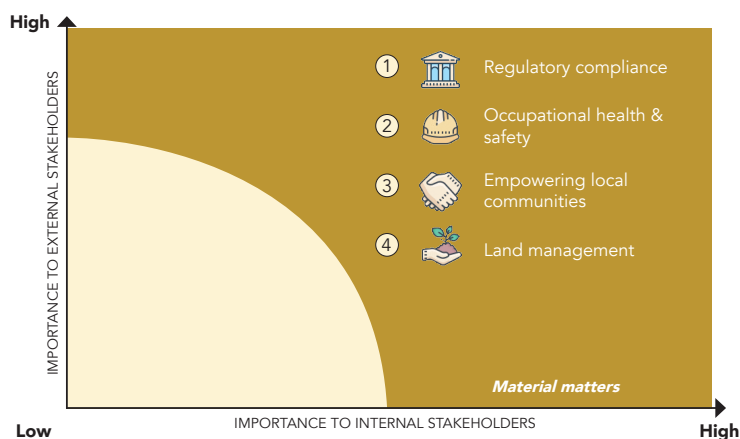
**Figure 10.** Materiality assessment process














# SUSTAINABILITY AT WILTON (Continued)

As we embark on our growth journey, we plan to reassess our material sustainability topics and to progressively disclose more material sustainability topics in the future reporting periods. Our four material sustainability topics are presented in Figure 11 below. The matters are not numbered in order of priority or importance.

**Figure 11.** Wilton's materiality matrix<sup>7</sup>



Material sustainability topics	How Wilton defines the material matter	FY2020 Targets	Performance	Supporting the SDGs
<b>Regulatory compliance</b> 	Wilton's continuous approach in conforming to environmental and socioeconomic laws, regulations, standards, and other requirements to maintain its license to operate	<b>Perpetual target:</b> Zero cases of non-compliance with laws and regulatory requirements	Achieved	 
<b>Occupational health and safety</b> 	Ensuring a safe and healthy working environment for Wilton's employees and miners	<b>Perpetual target:</b> Zero cases of work-related incidents	Achieved	 
<b>Empowering local communities</b> 	Creating positive contributions to communities through infrastructure investments, community programmes, and services supported by Wilton, including significant indirect economic contributions to local communities through job creation and local purchases	<b>Perpetual target:</b> Conduct six corporate social responsibility activities	Achieved <sup>8</sup>	 
<b>Land management</b> 	Wilton's long-term approach to restoring the mining area to a natural or economically usable state	<b>Long-term target:</b> Reclaim 230 hectares of land area at the post-mining stage	On track	

<sup>7</sup> The external stakeholders' perspectives were simulated by our internal stakeholders during the materiality assessment exercise.

<sup>8</sup> Due to strict social restrictions in place arising from the Covid-19 pandemic, Wilton was unable to implement any of the planned CSR activities in FY2020. Instead, Wilton continued to support local communities by way of financial support to various local community beneficiaries and donated 208 million IDR in 2020.

# SUSTAINABILITY AT WILTON (Continued)

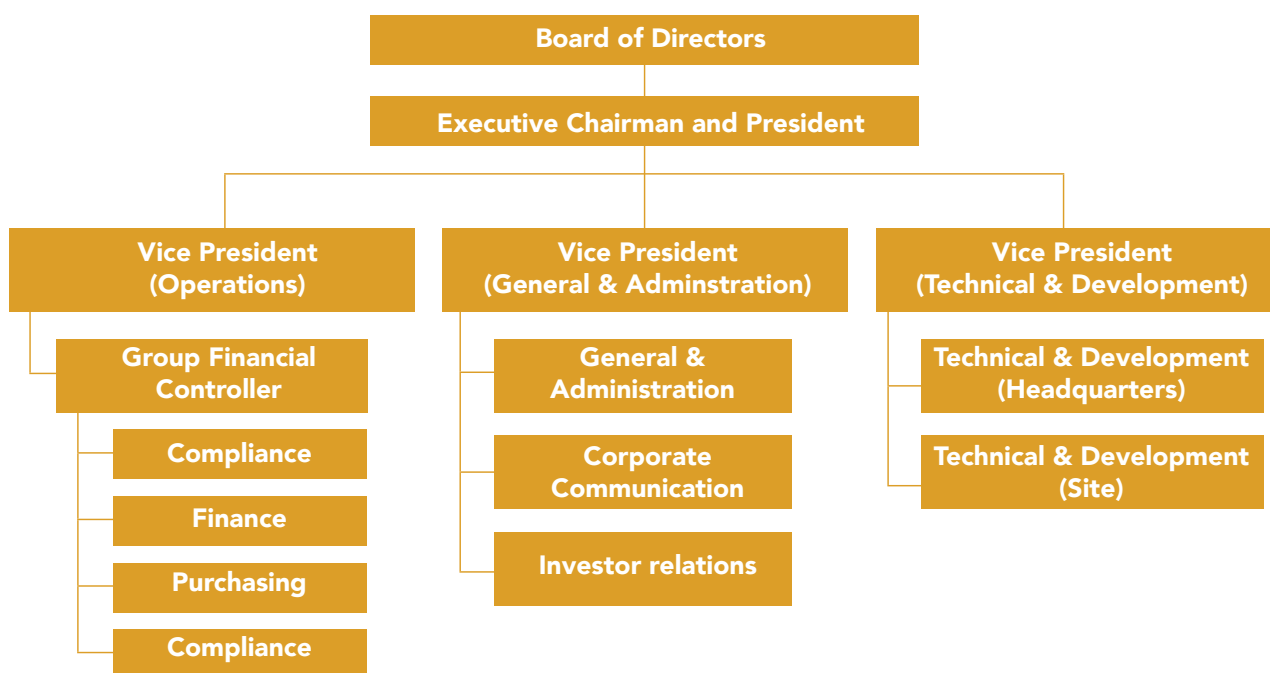
## SUSTAINABILITY GOVERNANCE

The Group's efforts towards sustainable operation is driven by the directives and inputs from the Board and management. The Board sets Wilton's strategic directions and goals on sustainability, validates the Group's material sustainability topics annually, approves Wilton's annual Sustainability Report and oversees the monitoring and management of the material sustainability topics. The management team works together with the Board to implement key initiatives to improve sustainability practices and is also involved in the review of Sustainability Report annually.

The Executive Chairman and President who is responsible for the overall management of ESG topics, leads the implementation of sustainability policies and initiatives. The Vice President (General & Administration), who is assisted by the Vice President (Operations) and the Vice President (Technical and Development), oversees the day-to-day management and monitoring of sustainability policies and initiatives, as well as ensures the implementation of the said initiatives in respective departments.

Subsequently, regular updates on the progress of Wilton's sustainability initiatives will be shared with the Board for their oversight. Figure 12 illustrates Wilton's sustainability governance.

**Figure 12.** Sustainability governance



# GOVERNANCE AND ETHICS

In Wilton, we believe that good corporate governance is the cornerstone of our business. The Group places emphasis on the importance of upholding a high standard of corporate governance and complying with applicable law and regulations throughout our operations. We understand that good corporate governance enables us to effectively manage our risks and opportunities, protect our reputation as a business, and more importantly, deliver sustainable value for our stakeholders.

## OUR APPROACH

The Board oversees governance and ethics within Wilton by setting the tone for the company with regards to code of conduct, ethics, values, accountability and organisational culture.

We strive to ensure a transparent and accountable corporate governance practices which are in line with the principles and provisions set out in the Singapore Code of Corporate Governance 2018. We also ensure that we comply to all applicable laws, rules and regulations including the Securities and Futures Act and the Singapore Exchange Securities Trading Limited Listing Manual Section B: Rules of Catalyst.

The Board is responsible for the overall risk management and internal control of the Group. The Board and Management hold the responsibility of the risk management function and is responsible for designing, implementing and monitoring the risk management and internal control systems. The Management regularly reviews the Group's business and operational activities to identify areas of significant risks, as well as appropriate measures to control and mitigate these risks. Assessment of the effectiveness of internal control and the overall governance practices are also carried out regularly. All significant matters are highlighted and approved by the Board.

The Group has in place a whistleblowing policy which provides direct channels for our employees to raise concerns on all matters relating to misconduct, including any possible improprieties in matters of financial reporting. Employees are expected to directly send their concerns in writing to the Chairman of the Audit Committee. All feedback received are directly handled by the Audit Committee and appropriate measures, including investigation, will be conducted accordingly. Details of the whistleblowing policy are described in Figure 13. Our detailed corporate governance practices can be found in the Corporate Governance Report in our FY2020 Annual Report (pages 19 to 47).

## Our perpetual target

Zero cases of non-compliance with laws and regulatory requirements

## Performance for FY2019 & FY2020



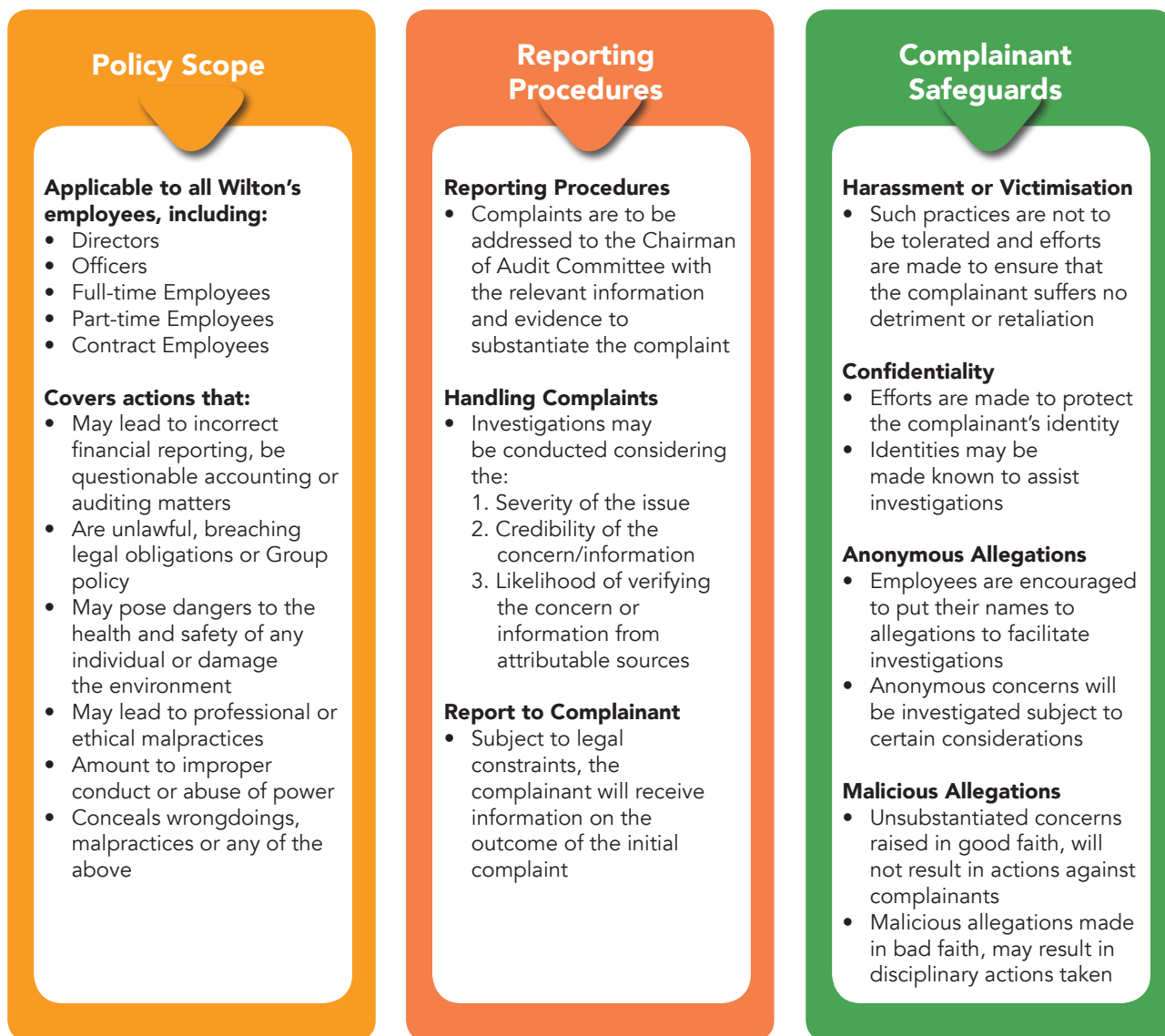
### Achieved

zero reported cases of non-compliance with all laws and regulations in FY2019 & FY2020.



# GOVERNANCE AND ETHICS (Continued)

Figure 13. Whistleblowing policy



# OCCUPATIONAL HEALTH AND SAFETY

In the mining sector, the management of Operational Health and Safety (“OHS”) is a critical issue. As mining is a high risk activity, poor management of OHS can result in severe injury or even death, affecting all stakeholders. This reporting period, OHS practices of businesses have also received increased scrutiny due to the global COVID-19 pandemic.

Wilton believes that the good management of OHS is imperative to the sustainable growth of the group. Promoting a healthy and safe workplace has always been our highest priority, and we remain committed to working towards the goal of zero-work related incidents.

## OUR APPROACH

Since the previous reporting period, Wilton has been in the process of formalising our Health, Safety and Environment (“HSE”) system. When complete, Wilton will certify its HSE system with ISO45001:2018 certification. Although the system has not been fully implemented due to delays arising from the pandemic, key elements of the HSE system have been implemented. The HSE management system will cover operations in Indonesia, including our headquarters in Jakarta and mining site in West Java.

The HSE system is managed by a “Zero Accident Committee” which is led by the Mining Head and Deputy Mining Head. This committee is supported by various project management team at our mining site. The committee is responsible for ensuring all OHS targets are met through the implementation of health and safety programmes, as well as reviewing the effectiveness of the management system. This committee will also work closely with employees and workers to obtain feedback on the management system and make appropriate amendments based on the inputs of Wilton’s employees.

Wilton’s HSE management system is established based on the plan-do-check action model. The iterative four-step cycle provides a framework to continually improve our HSE management system through identification of HSE key risks and hazards, implementation of HSE programmes, as well as regular monitoring and review of HSE performance. Wilton regularly conducts safety patrols and safety inspections to identify any unsafe conditions and implement necessary measures to prevent incident at our mining site. In the event that there is an incident, corrective actions will be discussed with the committee and measures will be taken, using the hierarchy of control, to reduce the risk of such incidents from occurring again. The HSE policy will be reviewed annually to ensure its continued relevance to our operations. Figure 14 illustrates Wilton’s HSE management framework.

## Our perpetual target

zero cases of fatality,  
work-related accidents  
and occupational diseases

## Performance for FY2019 & FY2020



### Achieved

zero cases of fatality,  
work-related accidents  
and occupational diseases  
in FY2019 & FY2020

# OCCUPATIONAL HEALTH AND SAFETY (Continued)

**Figure 14.** Wilton's OHS Management Framework

## Improvement

- Opportunities for improvements will be selected and necessary action plans will be implemented
- Establish, implement and maintain processes, including reporting, investigating and implementing actions, to determine and resolve incidents and nonconformities

## Management review

- Management review will be conducted at least once a year
- Top management or appointed representatives and relevant head of department are involved in the process
- The result of management review will be communicated to all workers

## Monitoring and measurement

- The monitoring and measurement of HSE management system is guided by Measurement Monitoring Procedures
- Evaluation of compliance is guided by the procedures for identifying and evaluating legal and other requirements
- Internal audits is also planned to evaluate the effectiveness of HSE management system



## Management structure

- Top management ensures that responsibilities for relevant roles in HSE management system are assigned
- Zero Accident Committee leads the implementation of HSE management system in the mining site

## Identify key risks and hazards

- Hazard identification process, risk assessment process

## Set objectives

- Zero work-related accident, minimise work-related illness and comply with relevant HSE regulations

## Programmes and operations

- Establish, implement and maintain the processes needed to:
- meet the requirements of the HSE management system
- ensure that environmental requirements are included in the design and development phase
- prepare and respond to potential emergency situations
- control the procurement of products and services to ensure compliance with the HSE management system

Further, as part of our efforts in minimising safety risks in our operation, we screen both our vendors and miners to ensure that they have relevant competencies and safety certifications in the mining sector prior to working with us.

We advocate the "safety first" culture to all levels of the workforce through several avenues such as daily safety talks, safety training, and fire drills. We mandate that all our employees and contractors are responsible for their own safety as well as the safety of those working alongside them. We expect all employees to comply with relevant safety regulations and standards.

During the FY2019 and FY2020, there were no work-related injuries reported. It should be noted that during this reporting period, Wilton's mining operations have not started commercial operations and hence, the risk of work-related injuries is lower. As mining operations commence, we expect that employees and workers may be subjected to higher risk of work-related injuries. In this regard, through our management system which will be formalised soon, Wilton will strive to achieve zero cases of work-related incidents even when our mines are fully operational. Figure 15 summarises our OHS performance for FY2019 and FY2020.

# OCCUPATIONAL HEALTH AND SAFETY (Continued)

**Figure 15.** Wilton's OHS Performance in FY2019 & FY2020

For Employees	FY2019		FY2020	
	Number	Rate <sup>9</sup>	Number	Rate
Fatalities	0	(0%)	0	(0%)
High-consequence work-related industry <sup>10</sup>	0	(0%)	0	(0%)
Recordable work-related injuries	0	(0%)	0	(0%)

## Ensuring that our employees are safe from the pandemic

Due to the pandemic, Wilton introduced several new initiatives to prevent to spread of the virus and to protect our employees. These measures closely adhered to guidelines set by the governments of Singapore and Indonesia to ensure compliance with the regulations. Below are some examples of the measures that have been implemented by Wilton in FY2019 & FY2020.

### 1. Safe working environment

- Disinfection of working area on a daily basis
- Introduced hand sanitisers in every office and in washrooms, skin antiseptics for hand disinfection;
- Temperature taking for all employees on a daily basis
- For employees who have to work from the office, one round of Covid-19 swab test was provided

### 2. Personal protective equipment (PPE)

- Provided disposable masks for employees who work from the office
- Periodic replenishment of protective masks, gloves, disinfectants

### 3. Safety and Hygiene awareness

- All employees of the plant were trained on the rules of personal and public hygiene

### 4. Safe distancing measures

- Introduced teleconference for meetings and work from home arrangements for office workers
- Introduced markings and signs, defining the social distance of 1.5 meters.

<sup>9</sup> The rate of work-injury is calculated based on the number of injuries per 1,000,000 hours worked

<sup>10</sup> Based on GRI 403-9, high consequence injuries refers to injuries where the worker cannot, does not, or is not expected to fully recover to pre-injury health status within 6 months

# EMPOWERING LOCAL COMMUNITIES

Wilton recognises it has a responsibility to empower local communities in the places that it operates. We understand that the Group's presence should bring positive impacts to the communities where we operate. Working closely with local communities can also prevent potential conflicts that may arise from misunderstanding. The empower of local communities not provides mutual benefits for the community as well as the Group's business through various support from the communities to our operations.

## OUR APPROACH

Wilton has implement a 'Wilton Care programme', to manage the Group's various Corporate Social Responsibility ("CSR") initiatives.

Apart from all our CSR efforts, we contribute to the livelihood of the local communities by providing direct and indirect economic benefits to local communities. Where possible, Wilton hires locals for outsourced employees and purchases supplies (sand, stones, cement etc) from local suppliers. Through on-the-job-training, we seek to upgrade the skillsets and competencies of outsourced employees in the mining sector.

Regular engagements with the local community are conducted to understand their evolving needs better and to ensure that our CSR activities are able to address these needs. We strive to enhance our CSR activities so as to assist the local communities in improving their standard of living and contributing in developing of the local economy.

Due to strict social restrictions in place arising from the Covid-19 pandemic, Wilton was unable to implement any of the planned CSR activities for FY2020. Instead, Wilton provided financial support to various local community beneficiaries and donated 208 million IDR in FY2020. To this end, we will continue to monitor any Covid-19 developments and assess the situation before resuming any of our CSR activities to ensure the safety of the local communities.

## Our perpetual target

Conduct six corporate social responsibility activities

## Performance for FY2019 & FY2020

In FY2019, corporate social responsibility activities were conducted. However, due to strict social restrictions arising from the Covid-19 pandemic, Wilton was unable to implement any CSR activities in FY2020. Instead, Wilton continued to support local communities by way of financial support.

# LAND MANAGEMENT

Wilton recognises that it has a responsibility towards managing the impacts that its operations has on the environment. Poorly managed mining operations can result in both short-term and long-term harm to the environment and local communities living in the periphery of the mine. Wilton takes all practicable efforts to ensure that it meets the regulatory requirements throughout the lifecycle of mine operations.

## OUR APPROACH

As part of our effort in managing the environmental impacts of our activities, we plan to carry out underground mining operation in the early phase of our commercial production before exploring the surface mining operation. This effort enables us to minimise the potential environmental impacts as the underground mining operation limits the disturbance to the surface landscape of the mine area.

To manage post-mining rehabilitation, Wilton has in place a mine closure plan before the commencement of mining activities. This plan consists of environmental and social management programmes, including reclamation and revegetation plan. The mine closure plan has been approved by the Ministry of Energy and Mineral Resources and is developed in alignment with the relevant laws and regulations. The plan serves as a guidance for our rehabilitation effort and considers the physical, biological, and social aspect of our mine area. It is expected that through this plan, the natural environment and local social function of the area can be restored for its future intended purposes.

Our commitment to land reclamation and rehabilitation also reflects through our financial commitments. We have identified the estimated investment for post-mining closure activities in our Environmental Impact Assessments study. Further, we have provided a monetary deposit to guarantee our reclamation efforts and mine closure to the Government of Indonesia. Figure 16 summarises our plans for land management at the post-mining phase.

We have also received the "Clear and Clean" certification by the Directorate General of Minerals and Coal through our subsidiaries, PT. Wilton Wahana Indonesia and PT. Liektucha Ciemas. The certification was given by the government to companies that have fully complied with the relevant environmental and mining laws and regulations in Indonesia. The "Clear and Clean" certificates can be found in Figure 17 below.

## Our long-term target

Reclaim 230 hectares ("ha") of land area at the post-mining stage, as laid out in Wilton's Reclamation Plan that was submitted to the Ministry of Energy and Mineral Resources (Mineral and Coal division) of Indonesia

## Performance for FY2019 & FY2020

There was no reclamation and rehabilitation activities conducted during FY2019 and FY2020 as we have not commenced our commercial production phase, which have been delayed due to the pandemic.

# LAND MANAGEMENT (Continued)

Figure 16. Wilton's land management plan at post-mining stage

A. PHYSICAL ENVIRONMENT MANAGEMENT		
<p><b>Demolition of mining facilities</b></p> <ul style="list-style-type: none"> <li>Wilton will demolish its mining and supporting facilities to prevent any risk to the surrounding community.</li> <li>The demolition will be conducted gradually to minimise risks.</li> </ul>	<p><b>Land reclamation</b></p> <ul style="list-style-type: none"> <li>Unused mining pit will be covered with topsoil and planted with selected vegetation.</li> <li>Mining area which inundated with water will be used for fish farming.</li> </ul>	<p><b>Erosion control</b></p> <ul style="list-style-type: none"> <li>Erosion control measures will be conducted using vegetative (planting of selected vegetation) and mechanical method (installing of selected structure).</li> </ul>
<p><b>Hydrology</b></p> <ul style="list-style-type: none"> <li>Drainage system and sedimentation pond will be constructed to flow the surface run-off water from the mining area.</li> </ul>	<p><b>Effluent management</b></p> <ul style="list-style-type: none"> <li>Effluents from mining activities are to be treated at sedimentation ponds prior to discharge into rivers.</li> <li>Regular monitoring will be conducted to ensure the compliance with relevant regulations.</li> </ul>	<p><b>Soil fertility control</b></p> <ul style="list-style-type: none"> <li>Introduction of organic materials as well as microorganism to improve soil fertility in the mine area.</li> </ul>
B. REVEGETATION PROGRAMME		
<ul style="list-style-type: none"> <li>Revegetation programme is conducted to restore the function of the natural environment in the mining area. The success of the programme is highly reliant on the type of vegetation that is used for revegetation.</li> <li>The selection of vegetation is based on both ecological and economical value. Pine and rubber are amongst the suitable vegetations that have been planned to be planted in Wilton's mining area.</li> </ul>		

Figure 17. Wilton's "Clear and Clean" certificates



# GRI CONTENT INDEX

Disclosure		Reference(s) or Reasons for Omission	Page
<b>GRI 102: General Disclosures 2016</b>			
<b>Organisational Profile</b>			
102-1	Name of the organisation	About Wilton	04 - 08
102-2	Activities, brands, products, and services	About Wilton	04 - 08
102-3	Location of headquarters	About Wilton	04 - 08
102-4	Location of operations	About Wilton	04 - 08
102-5	Ownership and legal form	About Wilton	04 - 08
102-6	Markets served	About Wilton	04 - 08
102-7	Scale of the organisation	About Wilton	04 - 08
102-8	Information on employee and other workers	About Wilton	04 - 08
102-9	Supply chain	About Wilton	04 - 08
102-10	Significant changes to the organisation and its supply chain	There have been no significant changes to our supply chain.	
102-11	Precautionary principle and approach	Governance and Ethics	14 - 15
102-12	External initiatives	GRI Standards and the United Nations Sustainable Development Goals (SDGs)	
102-13	Membership of associations	Wilton does not have any memberships to any industry or other associations, and national or international advocacy organisations	
<b>Strategy</b>			
102-14	Statement from senior decision-maker	Board Statement	01
102-15	Key impacts, risks, and opportunities	Materiality Assessment	11 - 12
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behaviour	About Wilton	04 - 08
102-17	Mechanisms for advice and concerns about ethics	Governance and Ethics	14 - 15
<b>Governance</b>			
102-18	Governance structure	Sustainability Governance	13
102-19	Delegating authority	Sustainability Governance	13
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance	13
102-21	Consulting stakeholders on economic, environmental, and social topics	Materiality Assessment	11 - 12
102-22	Composition of the highest governance body and its committees	Annual Report 2020, Board of Directors	AR page 04 - 05
102-23	Chair of the highest governance body	Annual Report 2020, Board of Directors	AR page 04 - 05
102-24	Nominating and selecting the highest governance body	Annual Report 2020, Corporate Governance Report	AR page 26



# GRI CONTENT INDEX (Continued)

Disclosure		Reference(s) or Reasons for Omission	Page
102-25	Conflicts of interest	Annual Report 2020, Corporate Governance Report	AR page 19
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Governance	13
102-29	Identifying and managing economic, environmental, and social impacts	Materiality Assessment	11 - 12
102-31	Review of economic, environmental, and social topics	Sustainability Governance	13
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance	13
102-33	Communicating critical concerns	Governance and Ethics	14 - 15
102-35	Remuneration policies	Annual Report 2020, Corporate Governance Report	AR page 34 - 38
102-36	Process for determining remuneration	Annual Report 2020, Corporate Governance Report	AR page 34 - 38
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	Stakeholders engagement	09 - 11
102-41	Collective bargaining agreements	Wilton does not have any collective bargaining agreements in place	
102-42	Identifying and selecting stakeholders	Stakeholders engagement	09 - 11
102-43	Approach to stakeholder engagement	Stakeholders engagement	09 - 11
102-44	Key topics and concerns raised	Stakeholders engagement	09 - 11
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	Annual Report 2020, Notes to the Financial Statement	AR page 94
102-46	Defining report content and topic boundaries	About the Report Sustainability at Wilton	02; 09 - 13
102-47	List of material sustainability topics	Materiality Assessment	11 - 12
102-48	Restatements of information	About the Report	02
102-49	Changes in reporting	There was a change of financial year-end from 30 June to 31 December, as announced by the Company on 6 March 2020. As such, this report presents the Group's sustainability performance for the period of 1 January 2020 to 31 December 2020 ("FY2020"), with preceding comparative period from 1 January 2019 to 31 December 2019.	02
102-50	Reporting period	About the Report	02
102-51	Date of most recent report (if any)	Sustainability Report 2019	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	About the Report	02

# GRI CONTENT INDEX (Continued)

Disclosure		Reference(s) or Reasons for Omission	Page
102-54	Claims of reporting in accordance with the GRI Standards	About the Report	02
102-55	GRI content index	GRI Content Index	22 - 25
102-56	External assurance	About the Report	02
<b>Material Topic: Regulatory Compliance</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Sustainability at Wilton	09
103-2	The management approach and its components	Governance and Ethics	14 - 15
103-3	Evaluation of the management approach	Governance and Ethics	14 - 15
<b>GRI 307: Environmental Compliance 2016</b>			
307-1	Non-compliance with environmental laws and regulations	Governance and Ethics	14 - 15
<b>GRI 419: Socioeconomic Compliance 2016</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	Governance and Ethics	14 - 15
<b>Material Topic: Land Management</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Sustainability at Wilton	09
103-2	The management approach and its components	Land Management	20 - 21
103-3	Evaluation of the management approach	Land Management	20 - 21
<b>GRI G4 Sector Disclosures: Mining and Metals</b>			
MM10	Number and percentage of operations with closure plans	Wilton does not have closure plans for its operations	
<b>Material Topic: Empowering Local Communities</b>			
<b>GRI 103: Management Approach 2016</b>			
103-1	Explanation of the material topic and its Boundary	Sustainability at Wilton	09
103-2	The management approach and its components	Empowering Local Communities	19
103-3	Evaluation of the management approach	Empowering Local Communities	19
<b>GRI 203: Indirect Economic Impacts 2016</b>			
203-1	Infrastructure investments and services supported	Empowering Local Communities	19

# GRI CONTENT INDEX (Continued)

Disclosure		Reference(s) or Reasons for Omission	Page
<b>GRI 413: Local Communities 2016</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	Empowering Local Communities	19
<b>Material Topic: Occupational Health and Safety</b>			
<b>GRI 103: Management Approach 2018</b>			
103-1	Explanation of the material topic and its Boundary	Sustainability at Wilton	09
103-2	The management approach and its components	Occupational Health and Safety	16 - 18
103-3	Evaluation of the management approach	Occupational Health and Safety	16 - 18
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	Occupational Health and Safety	16 - 18
403-2	Hazard identification, risk assessment and incident investigation	Occupational Health and Safety	16 - 18
403-3	Occupational health services	Occupational Health and Safety	16 - 18
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	16 - 18
403-5	Worker training on occupational health and safety	Occupational Health and Safety	16 - 18
403-6	Promotion on worker health	Wilton currently does not have any programs related to the 'promotion on worker health'	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	16 - 18
403-9	Work-related injuries	Occupational Health and Safety	18
<b>Additional Material Topic</b>			
401-1	New employees hires and employee turnover	About Wilton	08

This Sustainability Report has been prepared by Wilton Resources Corporation Limited (the "Company") and its contents have been reviewed by the Company's sponsor, ZICO Capital Pte. Ltd. (the "Sponsor"), in accordance with Rule 226(2)(b) of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalyst.

This Sustainability Report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

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