



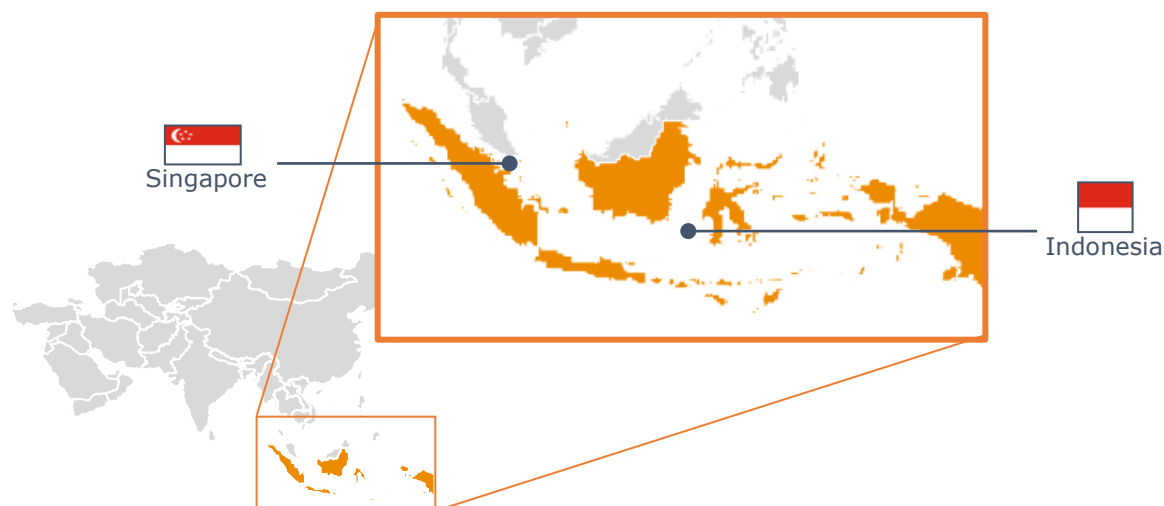
**TECHNOLOGY – RESHAPING  
THE FUTURE OF BUSINESS**

## Content Page

<b>About This Report</b>	<b>3</b>
<b>Contact Us</b>	<b>3</b>
<b>Business in Brief</b>	<b>4</b>
<b>Business Core Values</b>	<b>5</b>
<b>Economic Performance</b>	<b>5</b>
<b>Board Statement</b>	<b>6</b>
Strengthening our Environmental, Social and Governance Performance	6
Looking Ahead	7
<b>Our Sustainability Approach</b>	<b>8</b>
Committing to Sustainability Governance	8
Upholding Business Ethics	9
Engaging Our Stakeholders	10
Materiality Assessment	10
<b>Championing Environmental Stewardship</b>	<b>12</b>
Managing Energy Consumption	13
Responding to Climate Change	14
<b>Centre on Our People</b>	<b>16</b>
Attracting and Retaining Talents	16
Sustaining Occupational Health and Safety	18
<b>GRI Content Index</b>	<b>21</b>

## ABOUT THIS REPORT

This is the sixth annual Sustainability Report (“SR”) released by Eneco Energy Limited (“Eneco Energy” or “the Group”) for the financial year ended 31 December 2022 (“FY2022”). This SR covers the sustainability performance of the Group’s operations in Singapore and Indonesia for the financial year 2022, from 1 January 2022 to 31 December 2022, unless specified otherwise. The Group had entered into an agreement to dispose its logistics business in Indonesia on 31 December 2022 and this disposal was completed in February 2023. The Group will thus reflect the change in reporting scope in the Sustainability Report for the financial year ending 31 December 2023 (“FY2023”).



*Depiction of Geographic Operations covered by the SR*

As part of its efforts to implement sustainable practices across its business, the Group has undertaken various initiatives relating to economic, environmental, and social factors. To promote transparency and accountability, the Group is dedicated to disclosing its sustainability performance to its stakeholders responsibly. This SR has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards 2021 – the international standard for sustainability reporting, and the Singapore Exchange Securities Limited Listing Rules 711A and 711B. For more details, please refer to the [GRI Content Index](#) of this SR.

Eneco Energy has not acquired any independent assurance for the information reported in FY2022. Nonetheless, this SR was formally reviewed and approved by the senior management team and the Board to ensure material topics are all covered. Moving forward, as our sustainability reporting efforts mature, the Group may consider obtaining independent assurance.

## CONTACT US

Eneco Energy welcomes and values your feedback on our sustainability performance, or on this report, which can be found on [www.enecoenergy.com](http://www.enecoenergy.com). Please address all feedback to [info@enecoenergy.com](mailto:info@enecoenergy.com).

## BUSINESS IN BRIEF

Eneco Energy is a Singapore Stock Exchange-listed Company headquartered in Singapore. Since 1992, Eneco Energy has been engaged in logistics services in Singapore and Indonesia under the brand of RichLand Logistics (“**RichLand**”).

RichLand provides supply chain services such as inbound and outbound transportation, distribution management, and cargo handling at seaports and airports across Southeast Asia. Being the pioneer in logistics solutions, RichLand has a strong market presence in an array of industries, including technology, petrochemicals, consumer goods, manufacturing, and freight forwarding.

The approach in which RichLand leverages its extensive experience and market understanding, coupled with investments in App-based in-house technology, tailors its end-to-end logistics services for customers to meet their ever-changing needs. Backed by a sophisticated transport fleet of over 400 trucks and trailers and managing more than 1.5 million square feet of warehousing capacity in Singapore and Indonesia, RichLand’s business portfolio has been steadily growing in recent years, strengthening its position as a leading Supply Chain Logistics Solutions provider.



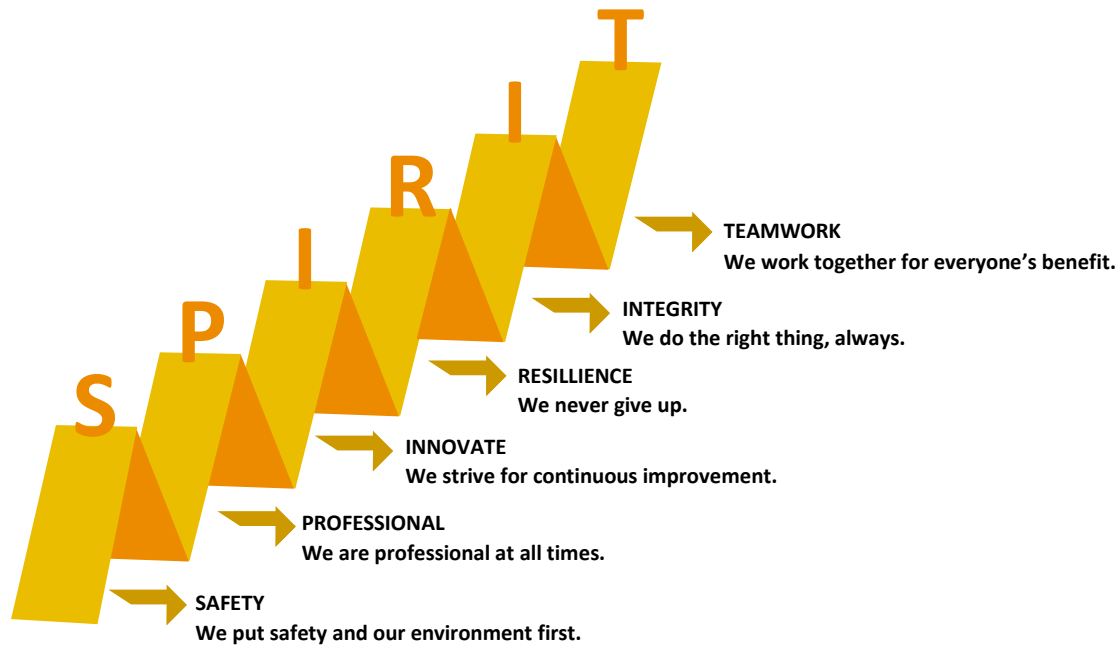
*RichLand Logistics Services Pte Ltd’s certificates from TradeFIRST and STP*

RichLand was awarded the Enhanced band under the Trade Facilitation & Integrated Risk-based System (“**TradeFIRST**”) framework, recognising its partnership with Singapore Customs to facilitate and secure trade. RichLand was also recognised for its commitment to safeguard supply chain security, obtaining the Secure Trade Partnership (“**STP**”) certification, which is consistent with the World Customs Organisation (“**WCO**”) SAFE Framework of Standards.

The Group will remain committed to preserving a strong sustainable performance for our stakeholders and will be placing greater emphasis on the logistics segment.

## BUSINESS CORE VALUES

In line with its existing business plan, the Group upholds a “S.P.I.R.I.T.” core value – Safety, Professional, Innovate, Resilience, Integrity, and Teamwork.



Eneco Energy’s “S.P.I.R.I.T.” Core Value

## ECONOMIC PERFORMANCE

The Group aims to deliver the best quality goods and services to our customers. Our Logistics business unit in Singapore is certified with the ISO 9001:2015 Quality Management System, reinforcing customers’ confidence in our quality service and solution standards.

Despite the weak global economic outlook due to the complex international situation and economic pressures in the post-covid world, the Group preserved and posted a strong set of economic performance in FY2022 while strengthening its leading position in offering logistics solutions. For detail information, please refer to Eneco Energy’s FY2022 Annual Report.



REVENUE (S\$'000)	EARNINGS BEFORE INTEREST AND TAX (S\$'000)	PROFIT FOR THE YEAR (S\$'000)
32,019	3,287	2,048

## BOARD STATEMENT

Dear Stakeholders,

Here in Eneco Energy, I am proud to present our sustainability report for FY2022 on behalf of the board. As the Group enters the sixth year of sustainability reporting and remain committed to a green and sustainable future. Our sustainability report, meant to demonstrate our corporate citizenship, has been part of our engagement to share our commitments, progress, and performance on material environmental, social and governance (“ESG”) topics for years with our esteemed stakeholders.

We are grateful to our stakeholders for enabling us to develop, improve, and conduct our business in a balanced, responsible, and sustainable manner. This sustainability report details our economic, environmental, and social sustainability initiatives and accomplishments. Under the robust sustainability governance structure, we are confident to keep up our sustainability progress through active monitoring, evaluation, and improvement, in alignment with our sustainability goals.



### Strengthening our Environmental, Social and Governance Performance

In FY2022, the Covid-19 epidemic has eased, but economic recovery has always faced the lagging effects of the epidemic and the uncertainty created by the volatile international situation. Eneco Energy achieved a revenue of S\$32 million, a year-on-year improvement of S\$3.6 million.

We are moving towards the goal of transitioning to a sustainable business model that combines economic and social value by pursuing financial growth while achieving better environmental, social and governance outcomes. We maintain a high level of corporate accountability, responsibility and transparency on environmental, social and governance issues at all times.

We have always been mindful of the environmental impact of our business operations. Our fleet renewal programme was steadily implemented, with more truck engines being upgraded to improve their fuel efficiency and reduce energy consumption and carbon emissions; the introduction of electric vans became the first step in our energy transition; and the Taskforce on Climate-related Financial Disclosures (“TCFD”) recommendations were adopted for our climate-related disclosures from this report onwards.

Attracting and retaining talent is the cornerstone of our continued operations and steady growth. We reach out and recruit talent through a variety of channels. We offer our employees a wide range of benefits and training opportunities to help them enhance their value, increase their sense of belonging and well-being, and achieve sustainable human resource development.

“  
**Stay focused, adjust the action steps and keep moving towards the goal of business success.**

”  
**MR. GWEE CHEE KIANG,  
LAWRENCE**

Chief Executive Officer

We place great importance on inclusivity, diversity and workplace health and safety. We believe that creating a diverse and inclusive corporate culture is essential to ensuring that all individuals are treated fairly and with equal respect. From safety committee meetings and inspections to safety-related training, we are dedicated to continuously improving our health and safety standards, surpassing the average levels.

### **Looking Ahead**

Eneco Energy has set its sights on becoming an adaptable, resilient, and sustainable enterprise that takes tangible measures to generate economic, environmental, and social value. Looking towards the future, FY2023 will mark another fresh beginning, as we persist in engaging with stakeholders to foster mutually beneficial outcomes throughout our sustainability pursuit.

## OUR SUSTAINABILITY APPROACH

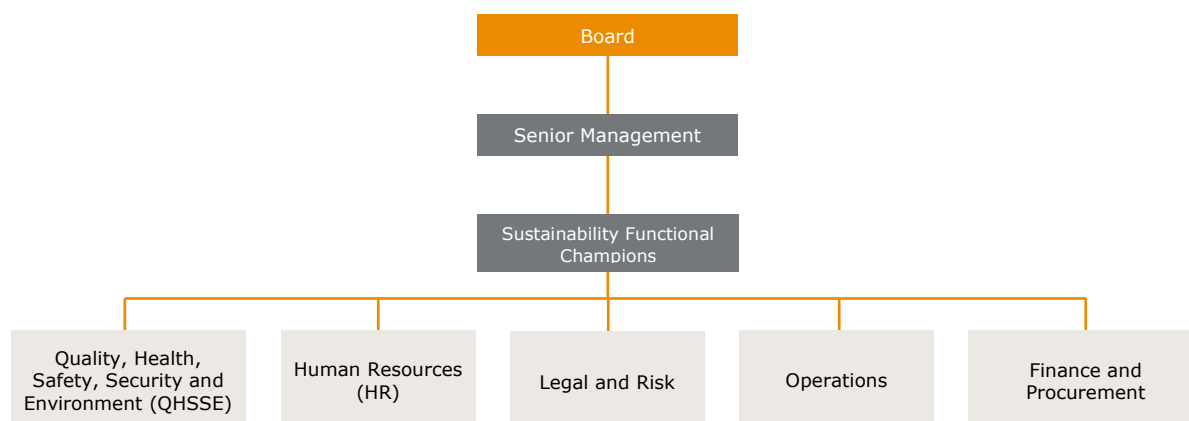
### Committing to Sustainability Governance

Our Board and senior management team are dedicated to sustainability and have established a strong governance structure to reflect this commitment. Sustainability Functional Champions are responsible for engaging decision-makers to implement initiatives related to economic, environmental, and social matters, with oversight from the Board and senior management team.

To ensure effective internal control, the Board and Risk Management Committee have implemented an enterprise risk management (ERM) program that identifies, prioritises, assesses, manages, and monitors material ESG risks on a regular basis. This ERM program is complemented by a system of internal controls that includes a Code of Conduct, documented policies and procedures, proper segregation of duties, and approval procedures and authorities.

To manage ESG risks effectively, action plans are continuously monitored, reviewed, and refined by the senior management team and the Board. Together, our governance structure and risk management practices ensure accountability and responsible management of ESG risks throughout the organisation.

In FY2022, all Board Members had completed their training on sustainability matters as prescribed by SGX-ST pursuant to Rule 720(7) of the Listing Rule. For more details, please refer to the Corporate Governance Report in Eneco Energy’s FY2022 Annual Report.



*Eneco Energy’s Sustainability Governance Structure*





## Upholding Business Ethics

The Group is committed to enhancing long-term, sustainable value for stakeholders and the wider community. Our sustainability governance supports this commitment, with the Board and senior management team setting the tone from the highest level. We prioritise transparency, accountability, integrity, and proper conduct in all our business operations and uphold the highest standards of business ethics and compliance with applicable laws and regulations - including anti-corruption, bribery, and extortion laws.

The Group has a zero-tolerance policy towards all forms of corruption and expects employees to identify, mitigate, and prevent corruption in the course of their work. Our Code of Conduct sets out clear expectations and collective responsibilities for all employees. New joiners must sign an acknowledgement form to declare their commitment to the Code of Conduct, while existing employees must make an annual online declaration acknowledging the bribery and corruption clauses.

To support our anti-corruption commitment, the Group has a Whistle-blowing and Anti-Bribery & Corruption Policy that provides employees with an open channel to raise concerns about suspected or actual wrongdoings. Whistleblowers are also protected from detrimental or unfair treatment provided they act in good faith.

CODE OF CONDUCT	
 <b>Bribery and Corruption</b>	<ul style="list-style-type: none"> <li>All employees are expected to maintain <b>honesty, integrity, and fairness</b> in all aspects of business</li> <li>Employees should remain <b>cognisant of the applicable anti-bribery laws</b> in the jurisdictions in which the Group operates</li> </ul>
 <b>Whistle Blowing</b>	<ul style="list-style-type: none"> <li>Employees and external parties may <b>raise concerns in confidence</b> about fraudulent activities</li> <li>For whistle blowing in good faith without malice, employees are offered the reassurance that they will be <b>protected from reprisals or victimisation</b></li> </ul>

The Board observed that there were no reported incidents of corruption or whistle-blowing matters within the Group during the year, indicating the absence of improprieties in financial or operational matters. Moving forward, the Group will continue to uphold its zero-tolerance stance towards corruption in the coming year.

**0** cases of anti-corruption or bribery was reported across the Group's operations in FY2022.

## Engaging Our Stakeholders

Eneco Energy recognises the importance of establishing enduring relationships with stakeholders upon whom the success of the business depends. The Group maintains an active and constructive dialogue with stakeholders through various engagement channels and values their feedback in shaping and improving our sustainability strategy and initiatives. The Group has identified key stakeholders who hold significant impact and influence over its business, and regularly engages with them through diverse modes of engagement.

Stakeholder Group	Mode of Engagement	Frequency
 <b>Government and Regulators</b>	<ul style="list-style-type: none"> <li>• SGX Announcements</li> <li>• Annual Reports</li> <li>• Written communication</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> <li>• Annually</li> <li>• Quarterly</li> </ul>
 <b>Clients</b>	<ul style="list-style-type: none"> <li>• One-to-one meetings</li> <li>• Customer Surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> <li>• Ad Hoc</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>• Employee Satisfaction Surveys</li> <li>• HR Clinic</li> <li>• Town Hall Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> <li>• Quarterly</li> <li>• Ad Hoc</li> </ul>
 <b>Investors and Shareholders</b>	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> </ul>

## Materiality Assessment

Eneco Energy engages a third-party consultant to support the company in conducting materiality assessments annually. The assessment aimed to identify significant economic, environmental, and social topics that are material to the Group’s businesses and stakeholders.

THREE KEY ACTIVITIES OF MATERIALITY ASSESSMENT PROCESS	
<b>Conduct Materiality Assessment Workshop</b>	<ul style="list-style-type: none"> <li>• Conducted a materiality assessment workshop with the following activities:                             <ul style="list-style-type: none"> <li>• Reassessed the relevancy of the existing ESG topics</li> <li>• Identified material ESG topics for disclosure</li> <li>• Prioritised material ESG topics</li> </ul> </li> </ul>
<b>Conduct Internal Discussion</b>	<ul style="list-style-type: none"> <li>• Conducted internal discussion among the respective Heads of Departments and Working Committees to propose material ESG topics for the Sustainability Report to Management</li> </ul>
<b>Endorse Material ESG Topics by Management</b>	<ul style="list-style-type: none"> <li>• Finalised and endorsed the material ESG topics to be published in the FY2022 Sustainability Report by Management</li> </ul>

Upon reviewing, and with the management team’s endorsement, 3 material ESG topics identified from the previous fiscal year remained relevant this year, and 2 material topics named Energy and Employment were added in FY2022.

MATERIAL TOPICS	DISCLOSURE	BOUNDARY <sup>1</sup>	CHAPTER
<b>ECONOMIC</b>			
<b>Anti-corruption</b>	205-2: Communication and training about anti-corruption policies and procedures	Within Organisation	<a href="#">Upholding Business Ethics</a>
<b>ENVIRONMENTAL</b>			
<b>Energy</b>	302-1: Energy consumption within the organisation	Within Organisation	<a href="#">Championing Environmental Stewardship</a>
<b>Emissions</b>	305-1: Direct (Scope 1) greenhouse gas (“GHG”) emissions	Within Organisation	<a href="#">Championing Environmental Stewardship</a>
<b>SOCIAL</b>			
<b>Employment</b>	401-1: New employee hires and employee turnover 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3: Parental leave	Within Organisation	<a href="#">Centre On Our People</a>
<b>Occupational Health and Safety</b>	403-1: Occupational health and safety management system 403-2: Hazard identification, risk assessment, and incident investigation 403-3: Occupational health services 403-4: Worker participation, consultation, and communication on occupational health and safety 403-5: Worker training on occupational health and safety 403-6: Promotion of worker health 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9: Work-Related Injuries 403-10: Work-related ill health	Within Organisation	<a href="#">Centre On Our People</a>

Eneco Energy acknowledges that these material topics have substantial economic, environmental, and social impacts on the long-term sustainability of our business and operations. After identification, the Group has been monitoring its progress in addressing these material topics and reporting on performance in SR. For detailed performance information in FY2022, please refer to the respective chapter in this report.

<sup>1</sup> According to GRI Standards, aspect boundary is a description of where the impacts occur for a material topic and the organisation’s involvement with those impacts. Organisations might be involved with impacts either through their own activities or as a result of their business relationships with other entities.

## CHAMPIONING ENVIRONMENTAL STEWARDSHIP

Eneco Energy recognises the direct impact of its consumption of diesel and natural gas on the climate, and the increasing importance of environmental sustainability. As a responsible corporate citizen, the Group is committed to protecting the planet for future generations. The Group upholds strong environmental stewardship and maintains the highest standards of quality in its logistics services.

To demonstrate its commitment to environmental management, RichLand has maintained the ISO 14001:2015 Environmental Management System, a globally recognised international standard. This ensures that effective environmental management practices are implemented across the organisation, promoting responsible and sustainable practices that reduce GHG emissions, energy consumption, and resource usage.

Since FY2020, RichLand has been awarded the two-leaf label certificate by Green Freight Asia (“GFA”), a non-profit organisation recognising commitment to sustainable freight practices. This certificate acknowledges Eneco Energy’s efforts in enhancing fuel efficiency and reducing emissions in its logistics operations.



By adopting these environmental initiatives and practices, Eneco Energy strives to minimise its environmental footprint and contribute to a greener and more sustainable future. The Group remains dedicated to upholding its environmental responsibilities and continually improving its environmental performance.

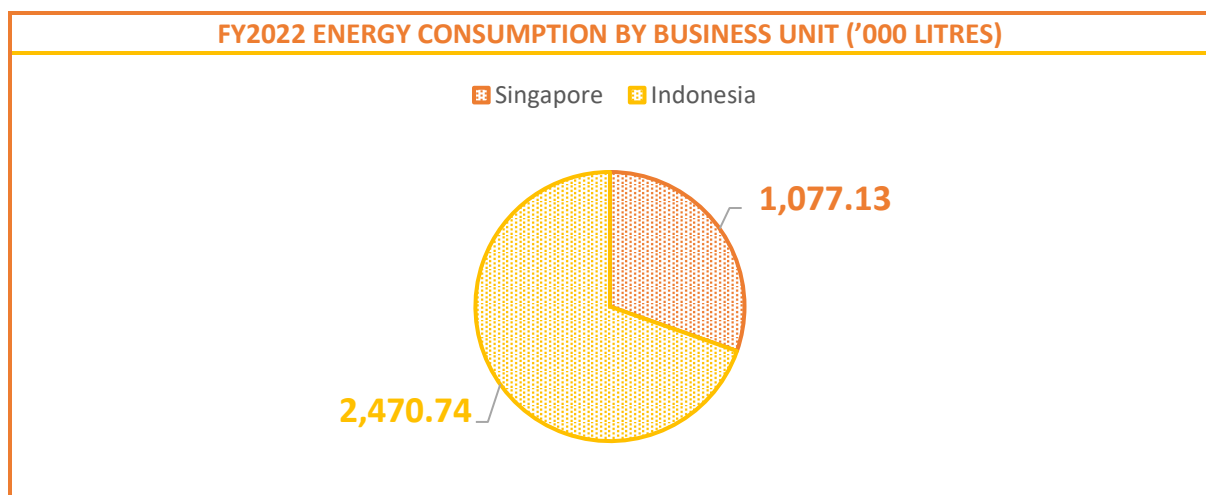
## Managing Energy Consumption

Eneco Energy continues to focus on enhancing fuel efficiency in heavy-duty vehicles. The Group has leveraged its fleet refresh program to upgrade its trucks to Euro 6 standard, which adheres to stringent emission standards. As a result, Euro 2 trucks now only account for 8% of the fleet in Singapore, while trucks with Euro 4 or above standards make up 92%. In addition, the Group has started using bio-diesel for its fleet and employs car tracking software to generate engine idling reports to measure and track energy consumption patterns.

In 2022, Eneco Energy’s logistics business unit in Singapore launched its first batch of Electric Vehicles as the Group gear towards its Go-Green targets. We embarked on our inaugural Electric Vehicle (“EV”) journey with our 3 esteemed customers as our starting point. With this launch, we have delivered on our promises towards embracing innovation, adapting towards industry changes, as well as maintaining our commitment towards a sustainable model of zero carbon emissions and reliable delivery services.



Complementing fleet management efforts, Eneco Energy has a maintenance program in place to optimise vehicle performance and efficiency. Drivers are encouraged to switch off engines when vehicles are stationary, and periodic eco-driving training is conducted to raise environmental awareness among drivers. The Group also focuses on energy efficiency initiatives and awareness-raising education in its offices and warehouses. For example, energy-efficient light bulbs are installed in the Tuas warehouse, and environmental bulletins and signage are placed around the warehouse and corporate office to promote energy conservation and reduce carbon footprint.



## Responding to Climate Change

The impacts of climate change have attracted worldwide attention. For enterprises, climate change risks are part of their overall risk management, Eneco Energy is well aware that improving energy efficiency, reducing GHG emissions and coping with extreme weather are important measures that could help us achieve sustainable development and enhance our competitiveness. The Group disclose the work on identifying and responding to climate-related risks and opportunities based on recommendations of the TCFD from four aspects: governance, strategy, risk management, indicators and targets.

### Governance

Like other types of ESG risk, we identify and assess climate change risk in line with the corporate risk management process. To effectively manage ESG risks, action plans are continuously monitored, reviewed, and refined by the senior management team and the Board. Together, our governance structure and risk management practices ensure accountability and responsible management of ESG risks throughout the organisation.

### Strategy

Eneco Energy identifies risks through team discussion, expert consultation, policy analysis and industry benchmarking and lists the following potential risks and opportunities according to TCFD classification:

PHYSICAL RISKS	CATEGORY	POTENTIAL IMPACTS
Increased severity of extreme weather events such as intense precipitation, storm, floods and heatwaves	Acute	<ul style="list-style-type: none"> <li>○ Increased operating costs to combat adverse weather conditions</li> </ul>
Rising mean temperatures	Chronic	<ul style="list-style-type: none"> <li>○ Increased consumption of electricity</li> <li>○ Reduction in the life of machinery, equipment and assets</li> <li>○ Additional maintenance cost of using cooling equipment</li> </ul>
TRANSITION RISKS	CATEGORY	POTENTIAL IMPACTS
Implementation of national decarbonisation strategies and roadmaps	Policy and Legal	<ul style="list-style-type: none"> <li>○ Additional costs of regulatory compliance</li> <li>○ Non-compliance fines</li> </ul>
Enhanced emissions-reporting obligations	Policy and Legal	<ul style="list-style-type: none"> <li>○ Increased expenditures to meet disclosure requirements</li> <li>○ Changes in internal management/data collection systems to facilitate enhanced disclosure requirements</li> </ul>
Transition to Electric vehicle fleet	Technology	<ul style="list-style-type: none"> <li>○ Increased cost of buying EVs</li> <li>○ Impairment of fuel fleet</li> </ul>
Increased price of fossil fuels	Market	<ul style="list-style-type: none"> <li>○ Increased operating cost due to price change</li> </ul>
Shifts in customer preferences to a greener model	Reputation	<ul style="list-style-type: none"> <li>○ Reduction in demand for services due to the change in consumer preferences</li> </ul>
OPPORTUNITIES	CATEGORY	POTENTIAL IMPACTS
Development and/or expansion of low-emission goods and services	Products and Services	<ul style="list-style-type: none"> <li>○ Increased revenue through demand for lower emissions products and services</li> </ul>
Use of more efficient modes of transport	Resource Efficiency	<ul style="list-style-type: none"> <li>○ Reduced costs due to savings in energy use</li> <li>○ Increased production capacity, resulting in increased revenues</li> </ul>
Use of lower-emission sources of energy	Energy Source	<ul style="list-style-type: none"> <li>○ Reduced exposure to future fossil fuel price increases</li> </ul>




## Risk Management

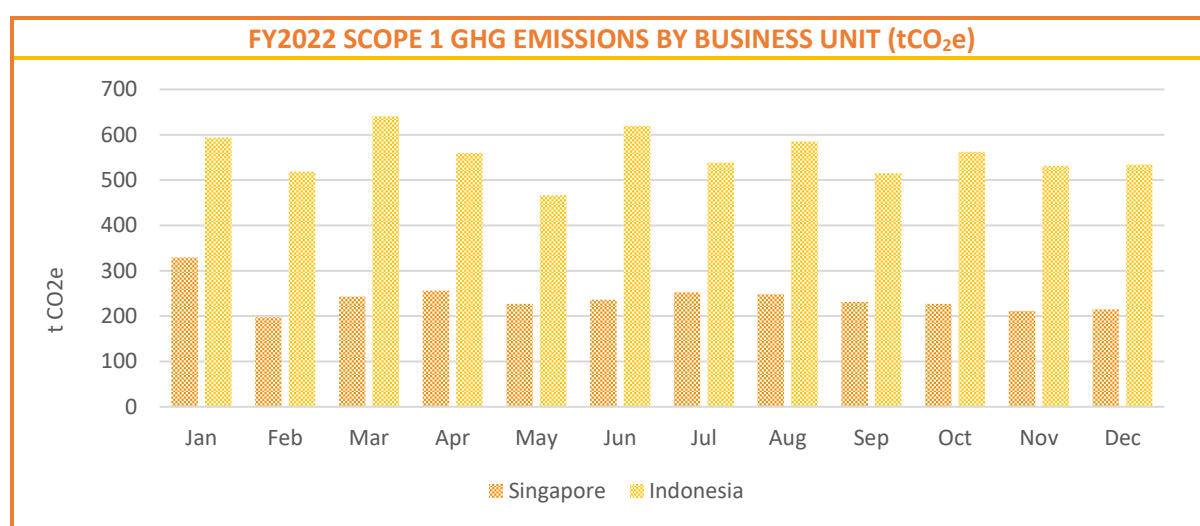
The identification, prioritisation, assessment, management, and monitoring of climate-related risks are under ERM program like other material ESG risks.

In order to reduce and eliminate the impact of climate-related risks and to seize climate opportunities, we are making efforts in the areas of energy transition and improving the efficiency of energy use. Details are illustrated in the chapter Managing Energy Consumption.

## Metrics and Targets

The GHG emissions of the Group mainly come from diesel consumption of vehicles. To ensure the effectiveness and consistency of its environmental initiatives, Eneco Energy conducts regular assessments of fuel consumption and carbon emissions. This helps ensure that the Group’s sustainability practices are in line with its environmental goals and plans. The Group will continue to disclose climate change-related indicators as well as target achievement progress in the annual Sustainability Report.

SUMMARY AND TARGETS FOR EMISSIONS		
		
TARGET FOR FY2022	PROGRESS IN FY2022	TARGET FOR FY2023 AND BEYOND
To reduce emissions arising from diesel consumption and continue to monitor and manage emissions arising from diesel consumption.	The Group’s scope 1 emissions with regards to the consumption of diesel <sup>2</sup> totalled 9,539 tCO <sub>2</sub> e, which represented an increase compared to FY2021.	To reduce emissions arising from diesel consumption and include energy consumption and GHG emission from EVs in monitoring and managing process.



<sup>2</sup> Eneco Energy’s Scope 1 Emissions relating to Diesel are calculated with reference to the United States Environmental Protection Agency’s Emission Factors for Greenhouse Gas Inventories (2018). Diesel (in litres) was converted to UK gallons, multiplied by 10.21 kg CO<sub>2</sub>e/UK gallon, and converted to tonnes to arrive at CO<sub>2</sub> emissions in metric tonnes.

## CENTRE ON OUR PEOPLE

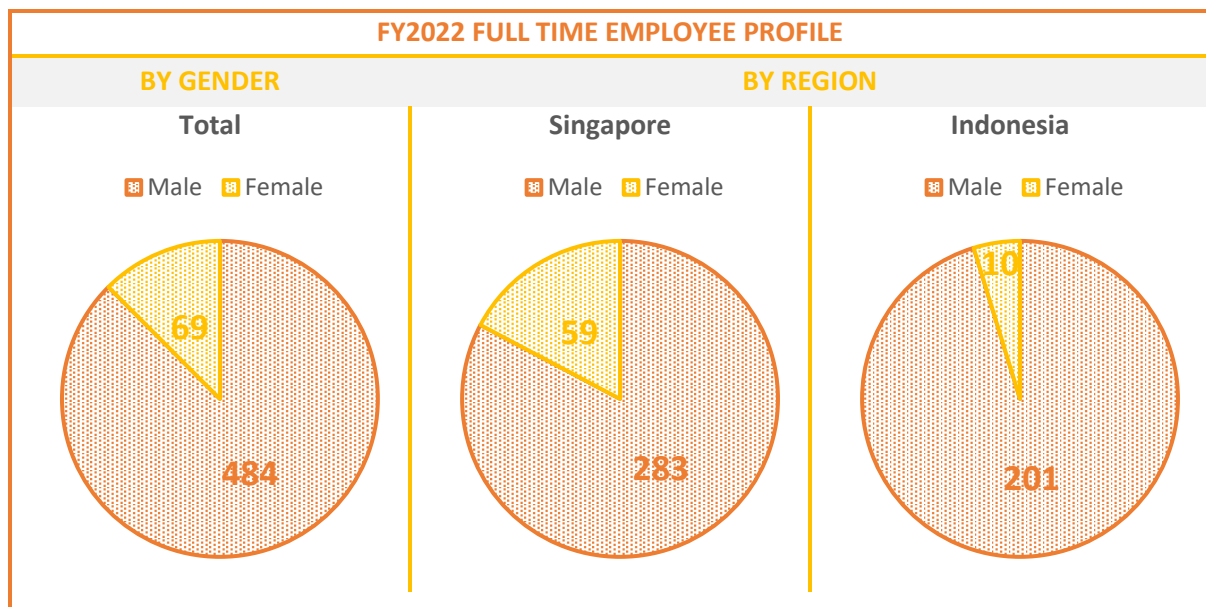
Eneco Energy has stated in its policy that the Group is committed to a three-pronged approach to managing human resources - our assets, our systems and processes, and our environment - health, safety, and environment.

MANAGEMENT APPROACH FOR MANAGING OUR PEOPLE		
		
OUR ASSETS	OUR SYSTEMS AND PROCESSES	OUR ENVIRONMENT – HEALTH, SAFETY AND ENVIRONMENT
We will provide the right equipment and ensure our employees work in a safe environment.	We will ensure that we comply with all legal and regulatory requirements.  We will strive to eliminate hazards and OHS risks and to deliver continual improvement of our quality management systems.	We shall provide a safe and healthy work environment to prevent work-related injury and ill health.  We will strive to deliver continual improvement in our fleet upgrading, resource consumption and fuel efficiency.

### Attracting and Retaining Talents

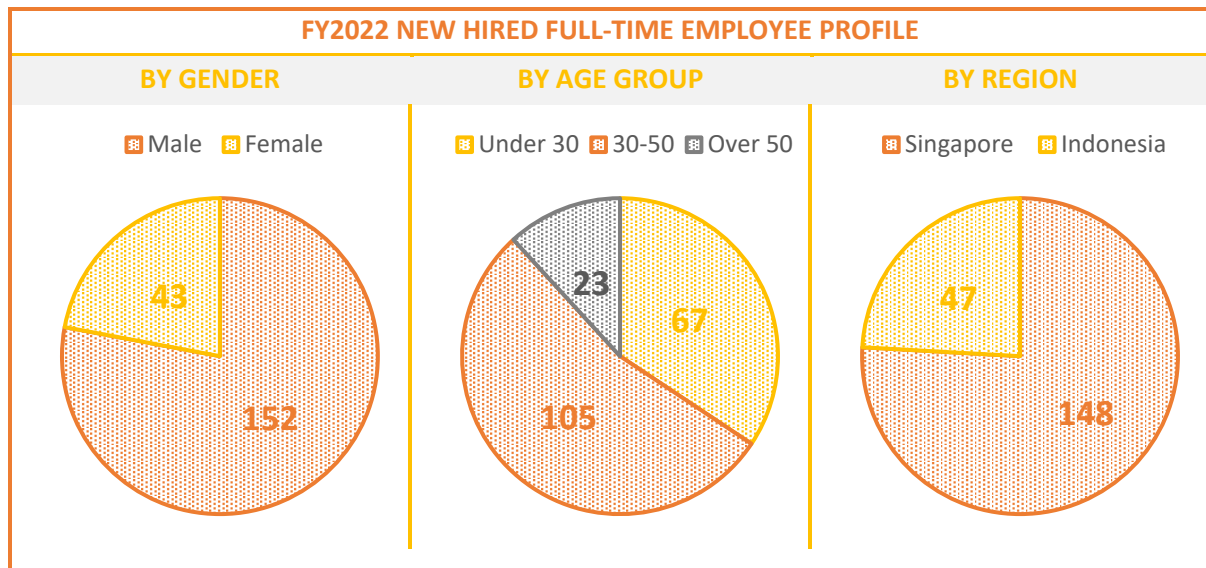
Eneco Energy is committed to building a people-centric, diverse and inclusive workforce, with equal opportunities for all employees, regardless of socioeconomic status, race, gender, nationality, ethnicity and political affiliation. We have zero tolerance for any kind of discrimination in the workplace.

In 2022, the Group has a total of **553** full-time employees.

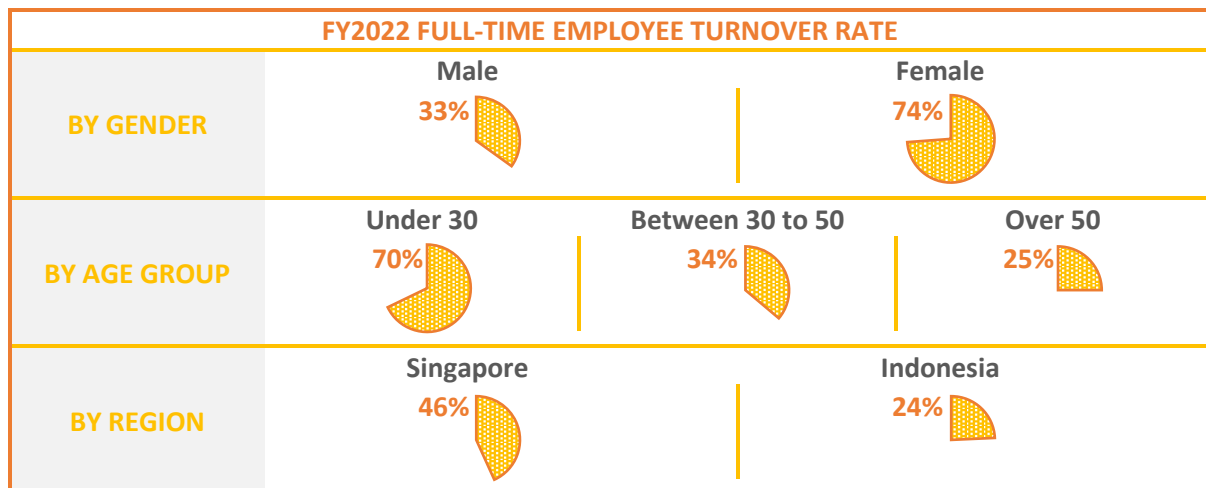




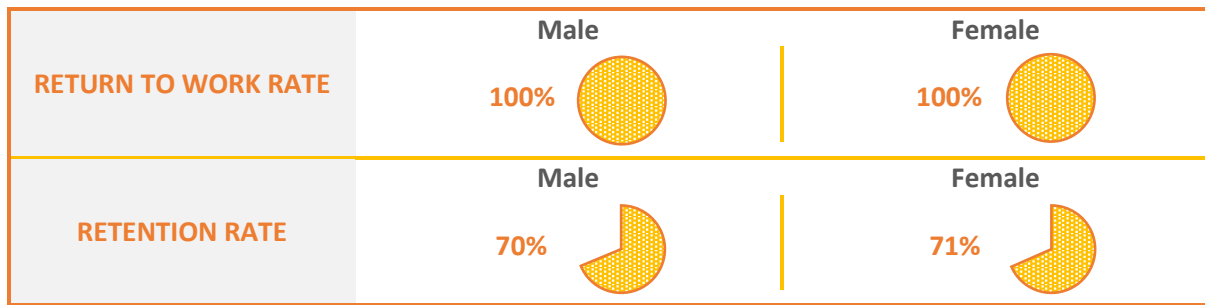
Following a strict, fair, just, open and standardised recruitment process, the Group recruited new employees through campus recruitment, internal recommendations, online recruitment, and other recruitment methods.



Our sustainable growth is primarily driven by our employees. Eneco Energy strives to provide a career platform that enables outstanding individuals to strive for excellence, realise their dreams, and feel proud of what they have accomplished. The Group has continued to pay attention to talent retention and has aimed to improve the income and satisfaction of its employees through precise personnel planning, continuous improvement in recruitment quality, training and empowerment of employees, promotion and development, as well as the creation of an organisational atmosphere to ensure a healthy and sustained business operation.



Eneco Energy complies strictly with the requirements of the regulatory bodies in the places of operation to offer different types of leave to our employees. Every employee within the Group, regardless of gender, is entitled to parental leave. At the end of FY2022, 23 male employees and 24 female employees took parental leave, and all of them returned to work after their leave ended. We have 16 male employees and 17 female employees that returned to work after parental leave ended that were still employed 12 months after their return to work.



Eneco Energy understands the real needs of employees through multi-dimensional and downward care mechanisms. Apart from parental leave, we offer various benefits to employees covering their work and life to help employees solve practical problems and enhance their sense of belonging and happiness. The Group purchased group term life policy as additional financial relief for the bereaved family. For the ground crew, we enhanced the GHS/GPA coverage to provide better and wider access to medical treatment through their employee medical benefits, such as group panel clinics they could visit for dental and medical treatment at subsidised rates.

### Sustaining Occupational Health and Safety

Eneco Energy recognises the importance of workplace health and safety as critical factors for corporate success. The Group is committed to fostering a workforce that adds value to the organisation and its customers by providing a safe and conducive workplace for all employees and workers. Continuous improvement of occupational health and safety (“OHS”) management is a priority, with a focus on training and equipping employees and workers to eliminate work-related risks and hazards.






The Group has established management policies and systems that emphasise the collective responsibility of all employees in ensuring workplace health and safety. Our Quality, Health, Safety, Security, and Environment (“QHSSE”) General Rules and Guidelines are designed for all employees and contractors to follow, providing them with protocols and procedures for general workplace safety and actions to take in case of hazards. The logistics business unit in Singapore maintains its international certification of ISO 45001:2018 Occupational Health and Safety Management Systems, and the Group has also obtained BizSafe Star status (equivalent to Level 5), recognising our proactive approach to OHS management and performance. The Group is fully committed to complying with all applicable laws and regulations in the countries where it operates.

Workplace health and safety requires good governance and oversight. The QHSSE team takes proactive measures by conducting risk assessments at the pre-project stage and performing on-site inspections to identify potential OHS hazards in high-risk areas. Monthly meetings are held with all operational business units to discuss and implement subsequent actions based on identified OHS risks from inspections. Furthermore, an annual internal audit is conducted across all business units to assess OHS performance, followed by management review and advice on all aspects of QHSSE in relation to the Company Policy and Objectives. According to the results of FY2022’s risk assessments, the most prevalent types of work-related injuries were associated with vehicles on the road, loading/ unloading of goods from vehicles, and hazards caused or contributed by distractions while driving.




At the operational level, it is expected that all personnel understand and adhere to the group-wide work safety protocol. The Group has established standard operating procedures for employees to follow, including a daily pre-operations checklist for personnel who operate vehicles such as trucks, forklifts, and MHEs. In the event of any QHSSE-related incidents, employees can easily contact the teams through the feedback hotline.

In addition to standard operating procedures, the Group conducts regular briefings on safe work procedures, routine QHSSE induction training, and specialised training related to OHS management, accident handling, and emergency procedures. Monthly distribution of QHSSE Bulletins and safety newsletters, along with accident case studies, helps raise internal awareness of safety concerns on various themes. Furthermore, employees are enrolled in a health insurance scheme to gain access to healthcare services.

When accidents happen, the QHSSE and Operations teams work together to conduct the accident investigation and formulate the Corrective and Preventive Action Plan. Lessons learned from the investigation are then shared during monthly safety committee meetings and ToolBox briefings, to ensure continuous improvement in workplace health and safety practices.

SUMMARY AND TARGETS FOR OCCUPATIONAL HEALTH AND SAFETY		
		
TARGET FOR FY2022	ACHIEVED TARGET IN FY2022	TARGET FOR FY2023 AND BEYOND
To maintain occupational health and safety metrics at the minimum bay and move towards zero high-consequence work-related injuries.	Recordable work-related injuries and rate were reduced compared to FY2021. Maintained zero work-related fatalities and high-consequence work-related injuries	To continue to maintain occupational health and safety metrics at the minimum bay and maintain zero high-consequence work-related injuries.

In FY2022, there were no work-related fatalities and high-consequence work-related injuries of employees, resulting in a relatively low rate of 1.29 recordable work-related injuries per 1,000,000 hours worked. No fatalities, high-consequence work-related injuries, nor recordable work-related injuries were observed for workers whose work and/or workplace are controlled by the Group. Going forward, the Group will continue to focus on conducting risk assessments and monitoring the work environment and processes to reduce the likelihood and exposure of work-related hazards and accidents.

FY2022 OCCUPATIONAL HEALTH & SAFETY PERFORMANCE FOR ALL EMPLOYEES		
		
<b>0</b> Fatalities as a result of work-related injury	<b>0</b> High-consequence work-related injuries (excluding fatalities)	<b>3</b> Recordable work-related injuries
<b>0</b> Rate of fatalities as a result of work-related injury per 1,000,000 hours worked	<b>0</b> Rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 hours worked	<b>1.29</b> Rate of recordable work-related injuries per 1,000,000 hours worked

## GRI CONTENT INDEX

<b>Statement of use</b>	Eneco Energy has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION/REMARK</b>	<b>CROSS-REFERENCE</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	Page 3	
	2-2 Entities included in the organisation’s sustainability reporting	Page 3	
	2-3 Reporting period, frequency and contact point	Page 3	
	2-4 Restatements of information	No restatements of information given in previous reports.	
	2-5 External assurance	This SR is not externally assured	
	2-6 Activities, value chain and other business relationships	Page 4	Refer to FY2022 Annual Report.
	2-7 Employees	Page 17	
	2-8 Workers who are not employees	-	
	2-9 Governance structure and composition	Page 8	
	2-10 Nomination and selection of the highest governance body	The composition of the Board is reviewed annually by the Nominating Committee.	Refer to FY2022 Annual Report.
	2-11 Chair of the highest governance body	The Group has appointed an independent Chairman and CEO who is the most senior executive in the Group	Refer to FY2022 Annual Report.
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 8	
	2-13 Delegation of responsibility for managing impacts	Page 8	
	2-14 Role of the highest governance body in sustainability reporting	Page 8	
	2-15 Conflicts of interest	No conflicts of interest (including any competing business) were observed at the Board level	Refer to FY2022 Annual Report.
	2-16 Communication of critical concerns	Page 9	Refer to FY2022 Annual Report.

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION/REMARK</b>	<b>CROSS-REFERENCE</b>
<b>GRI 2: General Disclosures 2021</b>	2-17 Collective knowledge of the highest governance body	Page 8	
	2-18 Evaluation of the performance of the highest governance body	The Board has adopted a formal evaluation process to assess the overall effectiveness of the Board as a whole, its Board Committees and individual Board member performance.	Refer to FY2022 Annual Report.
	2-19 Remuneration policies	The Group’s remuneration policy is to provide remuneration packages at market rates.	Refer to FY2022 Annual Report.
	2-20 Process to determine remuneration	The Remuneration Committee held two meetings during the financial year to review all aspects of remuneration.	Refer to FY2022 Annual Report.
	2-21 Annual total compensation ratio	The Group disclosed the compensation of key management personnel.	Refer to FY2022 Annual Report.
	2-22 Statement on sustainable development strategy	Page 6 - 7	
	2-23 Policy commitments	Page 9	
	2-24 Embedding policy commitments	Page 9	
	2-25 Processes to remediate negative impacts	Page 9	
	2-26 Mechanisms for seeking advice and raising concerns	Page 9	
	2-27 Compliance with laws and regulations	Page 9	
	2-28 Membership associations	The Group is a member of the Singapore Logistics Association.	
	2-29 Approach to stakeholder engagement	Page 10	
	2-30 Collective bargaining agreements	Not applicable.	
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Page 10 - 11	
	3-2 List of material topics	Page 11	
<b>GRI 205: Anti-corruption 201</b>	3-3 Management of material topics	Page 9	
	205-2 Communication and training about anti-corruption policies and procedures	Page 9	

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION/REMARK</b>	<b>CROSS-REFERENCE</b>
<b>GRI 205: Anti-corruption 201</b>	205-3 Confirmed incidents of corruption and actions taken	Page 9	
<b>GRI 302: Energy 2016</b>	3-3 Management of material topics	Page 13	
	302-1 Energy consumption within the organisation	Page 13	
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topics	Page 13 - 15	
	305-1 Direct (Scope 1) GHG emissions	Page 15	
<b>GRI 401: Employment 2016</b>	3-3 Management of material topics	Page 16 - 18	
	401-1 New employee hires and employee turnover	Page 17	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 17 - 18	
	401-3 Parental leave	Page 18	
<b>GRI 403: Occupational Health and Safety 2018</b>	3-3 Management of material topics	Page 18 - 19	
	403-1 Occupational health and safety management system	Page 18	
	403-2 Hazard identification, risk assessment, and incident investigation	Page 19	
	403-3 Occupational health services	Page 19	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 19	
	403-5 Worker training on occupational health and safety	Page 19	
	403-6 Promotion of worker health	Page 19	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 19	
	403-9 Work-related injuries	Page 20	
	403-10 Work-related ill health	Page 20	

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