



Olam Group 2023 SGX Core ESG Metrics

About this Index

The SGX Core ESG Metrics, first published in December 2021, is a set of 27 core metrics published by the Singapore Exchange. The recommended list is intended to guide ESG reporting towards a standardised format for issuers and investors, and is mapped against globally-accepted sustainability reporting frameworks such as the Global Reporting Initiative (GRI). As a public listed company on the mainboard of the Singapore Exchange, Olam Group Limited (formerly known as Olam International Limited) has reported on sustainability metrics since before its launch of the SGX Core ESG Metrics, however this marks our first standalone content index for the SGX Core ESG Metrics, which aims to enhance the accessibility of the SGX disclosures for our stakeholders. This index references the latest version of the SGX Core ESG Metrics available at the time of publication (i.e. version April 2023).

Topic	Metric	Unit of measure	Framework alignment	Information Location	Section	Printed page or Link
I. Environmental						
Greenhouse gas emissions	Absolute emissions by: (a) Total; (b) Scope 1, Scope 2 and (c) Scope 3, if appropriate	tCO ₂ e	GRI 305-1, GRI 305-2, GRI 305-3, TCFD, SASB 110, WEF core metrics	Annual Report 2023 Additional Sustainability Information 2023	Sustainability Climate action	94 6 - 10
	Emission intensities by: (a) Total; (b) Scope 1, Scope 2; and (c) Scope 3, if appropriate	tCO ₂ e / organisation-specific metrics	GRI 305-4, TCFD, SASB 110	Additional Sustainability Information 2023	Climate Action	6 - 10
Energy consumption	Total energy consumption	MWh or GJ	GRI 302-1, TCFD, SASB 130	Additional Sustainability Information 2023	Climate action	6 - 10
	Energy consumption intensity	MWh or GJ / organisation-specific metrics	GRI 302-3, TCFD	Additional Sustainability Information 2023	Climate action	6 - 10
Water Consumption	Total water consumption	ML or m ³	GRI 303-5, SASB 140, TCFD, WEF core metrics	Additional Sustainability Information 2023	Water	15 - 16
	Water consumption intensity	ML or m ³ / organisation-specific metrics	TCFD, SASB IF-RE-140a.1	Annual Report 2023	Sustainability	101
				Additional Sustainability Information 2023	Water	15 - 16
Waste generation	Total waste generated	t	GRI 306-3, SASB 150, TCFD, WEF expanded metrics	Additional Sustainability Information 2023	Food loss, packaging and waste	15

II. Social						
Gender diversity	Current employees by gender	Percentage (%)	GRI 405-1, SASB 330, WEF core metrics	Additional Sustainability Information 2023	People and Culture	21
	New hires and turnover by gender	Percentage (%)	GRI 401-1, WEF core metrics	Additional Sustainability Information 2023	People and Culture	22
Age-based diversity	Current employees by age groups	Percentage (%)	GRI 405-1, WEF core metrics	Additional Sustainability Information 2023	People and Culture	22
	New hires and turnover by age groups	Percentage (%)	GRI 401-1, WEF core metrics	Additional Sustainability Information 2023	People and Culture	22
Employment	Total turnover	Number and Percentage (%)	GRI 401-1, SASB 310, WEF core metrics	Additional Sustainability Information 2023	People and Culture	22
	Total number of employees	Number	GRI 2-7	Additional Sustainability Information 2023	People and Culture	21
Development & Training	Average training hours per employee	Hours/No. of employees	GRI 404-1, WEF core metrics	Additional Sustainability Information 2023	Learning and Development	23
	Average training hours per employee by gender	Hours/No. of employees	GRI 404-1, WEF core metrics	Additional Sustainability Information 2023	Not available	NA
Occupational Health & Safety	Fatalities	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	Annual Report 2023	Sustainability	119-121
	High-consequence injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore)	Additional Sustainability Information 2023	Safe & Decent work, Safety and Health	23-24

	Recordable injuries	Number of cases	GRI 403-9, WEF core metrics, MOM (Singapore), SASB 320	Additional Sustainability Information 2023	Safe & Decent work, Safety and Health	24
	Recordable work-related ill health cases	Number of cases	GRI 403-10, WEF expanded metrics, MOM (Singapore)	Additional Sustainability Information 2023	Not available	NA

III. Governance						
Board Composition	Board independence	Percentage (%)	GRI 2-9, WEF core metrics	Annual Report 2023	Governance Report	167
	Women on the board	Percentage (%)	GRI 2-9, GRI 405-1, WEF core metrics	Annual Report 2023	Governance Report	163
Management Diversity	Women in the management team	Percentage (%)	GRI 2-9, GRI 405-1, WEF core metrics, SASB	Annual Report 2023	Governance Report	165
Ethical Behaviour	Anti-corruption disclosures	Discussion and number	GRI 205-1, GRI 205-2 and GRI 205-3	Annual Report 2023	Audit Committee	182
	Anti-corruption training for employees	Number and Percentage (%)	GRI 205-2, WEF core metrics	Additional Sustainability Information 2023	Anti-Corruption	3 - 5
Certifications	List of relevant certifications	List	Commonly reported metric by SGX issuers	Annual Report 2023	Sustainability, Strategic Report	53, 54, 85, 86, 99, 100
Alignment with Frameworks	Alignment with frameworks and disclosure practices	GRI/ TCFD/ SASB/ SDGs/ others	SGX-ST Listing Rules (Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F	GRI Content Index	Whole document	
				Annual Report 2023	TCFD	124-128
				SASB Content Index	Whole document	
Assurance	Assurance of sustainability report	Internal/External /None	GRI 2-5, SGX-ST Listing Rules(Mainboard) 711A and 711B, Practice Note 7.6; SGX-ST Listing Rules (Catalist) 711A and 711B, Practice Note 7F	Annual Report 2023	Audit committee report, Corporate Responsibility and Sustainability Committee report	180-181, 187-188