

We Supply.



All Marine Offshore Solutions

Sustainability Report 2020



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*“We recognize that sustainable business practices are key to achieving our vision and mission. We strongly believe in delivering shareholder value responsibly and positively contributing to society.”*



We are pleased to issue the second Sustainability Report (“Report”) for AMOS Group Limited (“AMOS”). The Report reflects AMOS’ performance as well as our strategy and vision towards a sustainable future.

We recognize that sustainable business practices are key to achieving our vision and mission. We strongly believe in delivering shareholder value responsibly and positively contributing to society. We therefore place great emphasis on employing a strategic approach to manage and oversee Economic, Environmental, Social and Governance (“EESG”) factors significant to our business.

Early 2020 witnessed a major disruption brought on by the COVID-19 pandemic, which has destabilised both personal lives and businesses. The pandemic reminds us of the importance of integrating sustainability into our business. We continue to work on reducing our negative environmental impact and adopting more responsible business practices across our supply chain. Our efforts are demonstrated with initiatives such as the Carbon Neutral Program through which we aim to off-set our unavoidable emissions, and our evolving supplier assessments which are expanding to include more social considerations.

The Board of Directors (the “Board”) of AMOS Group Limited has always been committed to sustainability and fully supports the adoption of the SGX sustainability reporting guidelines. The Board oversees AMOS’ sustainability performance, practices and initiatives and its compliance with SGX guidelines on sustainability reporting, reviewing progress throughout the year. The Board was also involved in the determination of the material EESG factors for AMOS

Through our sustainability journey, we encourage our stakeholders and business partners to join us in furthering the economic, environmental, and social well-being of the communities with which we interact, together contributing to a sustainable society.

**Kyle Arnold Shaw, Jr.**  
Executive Chairman







**Scope and boundary**

This Report presents the annual sustainability performance of AMOS in relation to the material EESG factors of our business operations, covering the period from 1 April 2019 to 31 March 2020 ("FY2020").

**Reporting Framework**

This report has been prepared in accordance with the GRI Standards: Core Option. The Report is prepared in line with the sustainability reporting requirements of Rules 711(A) and 711(B) of the Singapore Exchange Securities Trading Limited ("SGX-ST") and will be prepared on an annual basis going forward.

**Assurance and Feedback**

We have not obtained any independent assurance of the information being reported, but may consider doing so as our reporting processes mature in the future. If you wish to provide feedback on this report, please reach out to us at [corporate@amosgroup.com](mailto:corporate@amosgroup.com)



## OUR NETWORK

The Group was founded in 1974 and listed on the Singapore Stock Exchange in 2012. Headquartered at our technologically advanced Fulfilment Center in Singapore, our network strategically links twelve key locations across Asia, the Middle East and Europe,

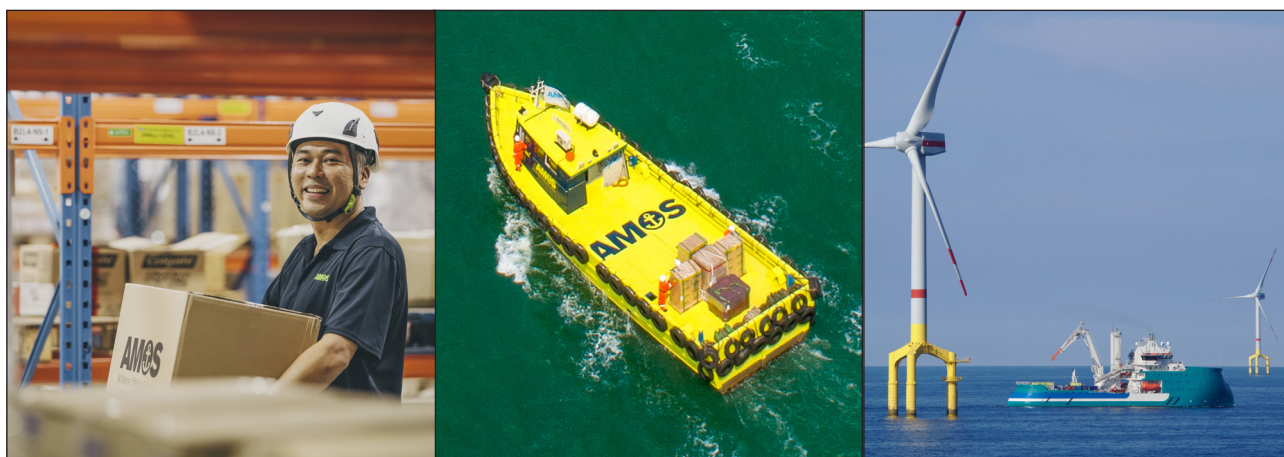
enabling single-point sourcing and supply for our customers, covering four of the world's most vibrant energy production zones and four of the world's busiest ports – Singapore, Shanghai, Hong Kong and Busan.

### The AMOS Group Network



Asia Pacific	Middle East	Europe
Singapore Hong Kong Shanghai Busan Malaysia Vietnam Indonesia Tianjin	Sharjah, United Arab Emirates Kazakhstan Azerbaijan	Aberdeen, Scotland





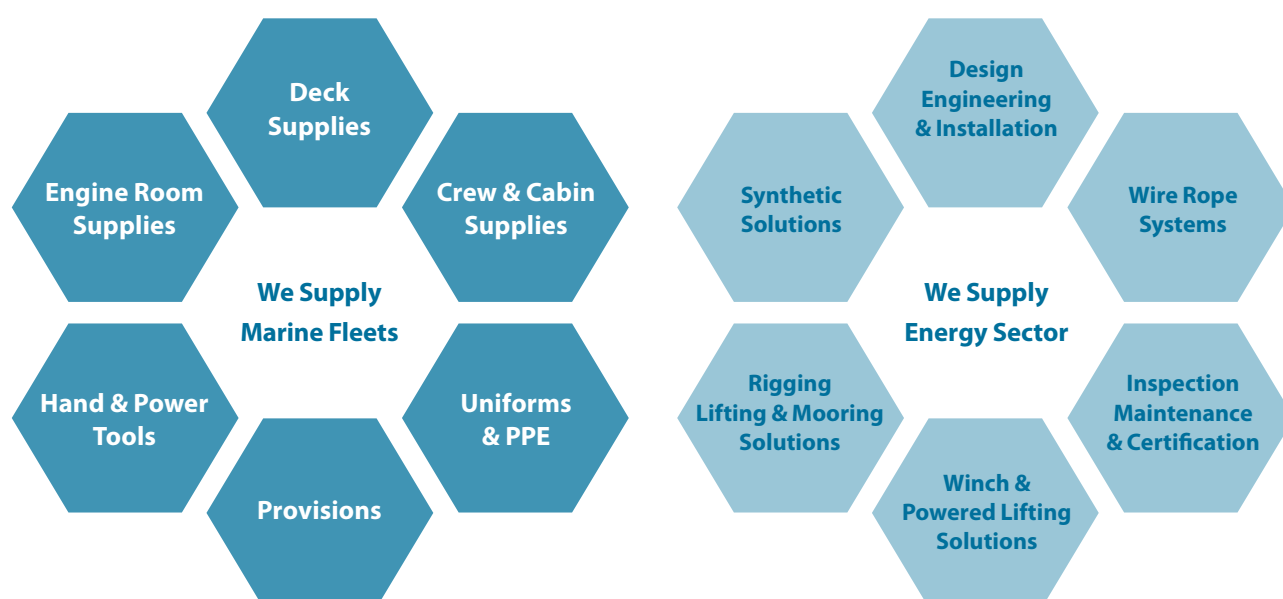
AMOS offers a broad and comprehensive portfolio of world-class technical supplies, services and provisioning solutions to customers in the marine and energy industries. These are driven by our modern procurement, logistics and supply chain infrastructure.

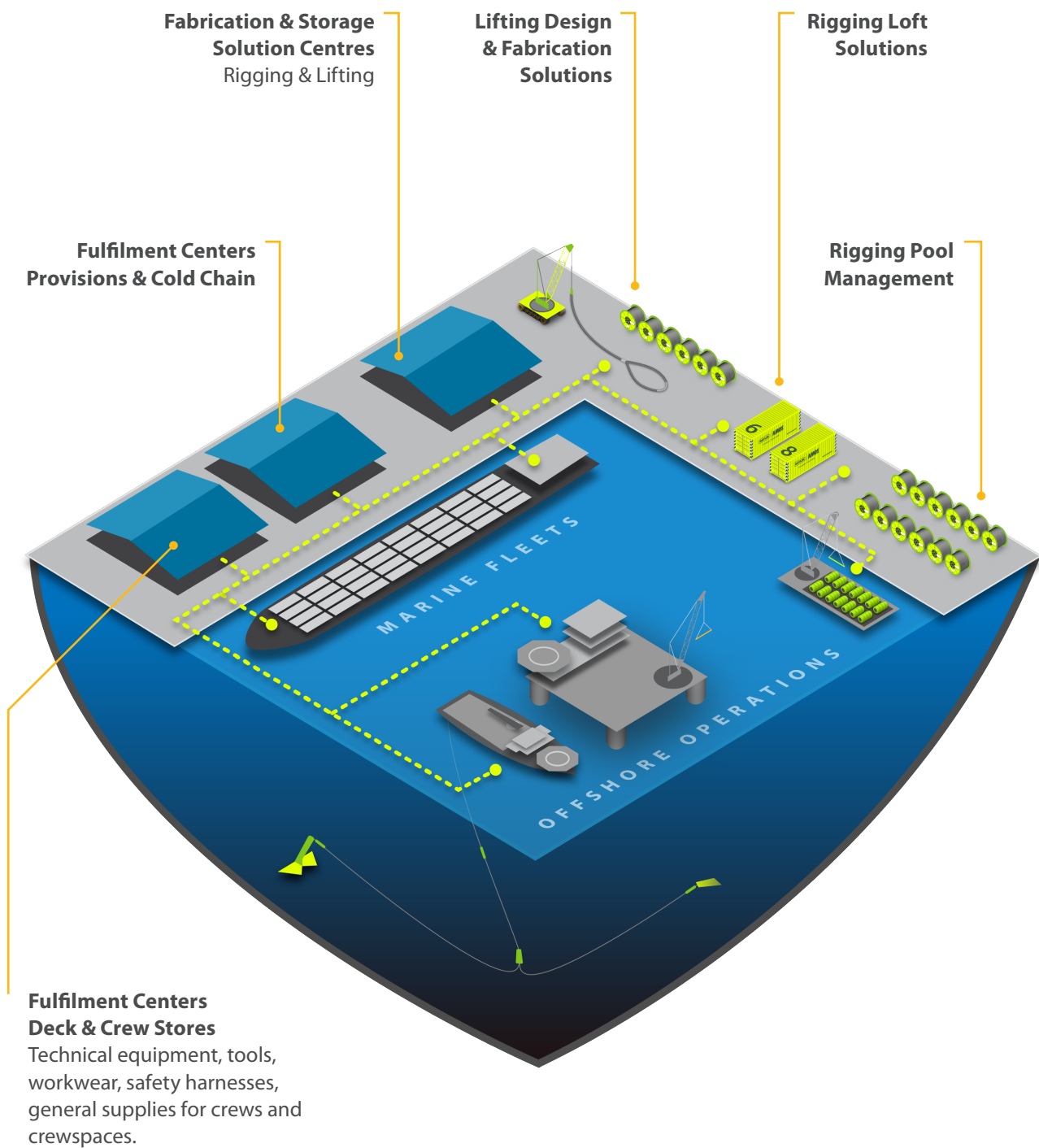
AMOS is a leading provider of superior rigging and lifting products and specialized engineering services. These include the customized design, fabrication, production and testing of lifting and mooring equipment backed by decades of proven support and technical expertise. AMOS offers load testing, spooling and rental services and holds a wide inventory of premium quality, technical products such as heavy lift slings, wire ropes, crane wires and mooring equipment.

In addition to representing and supporting industry leading brands through exclusive supplier arrangements, we also market our own ALCONA brand of professional grade equipment including personal protective equipment and an expanding range of technical supplies and daily consumables developed for the marine and energy workplace.

Our comprehensive range of inventory, years of experience and engineering capabilities allow us to respond to the needs of our customers quickly and efficiently, making AMOS a one-stop solutions provider for our customers.

### Products and services supplied to our primary market sectors







### Sustainability Governance

The Board takes overall responsibility for driving the sustainability strategy of AMOS, while the sustainability reporting is led by a sustainability steering committee and a working committee. The Steering Committee updates the Board on the sustainability management performance of AMOS by addressing key material issues identified by stakeholders with planned follow up measures.

The Working Committee monitors and collates the data and information for the material EESG factors. Both of these committees comprise of representatives from all business units.

Sustainability management will be embedded in our values, vision and mission, which we are in the process of refreshing for AMOS.



### Stakeholder Engagement

Stakeholders are defined as groups of people or entities that are directly or indirectly influenced by our business operations and outcomes, or that can significantly influence our businesses. Feedback from our key stakeholder groups forms a crucial part of our strategic and business planning, and is viewed as a valuable insight for AMOS to continuously improve our sustainability performance.

Understanding the stakeholders' concerns and expectations is an essential part of AMOS' sustainability approach. Through regular formal and informal engagements, we develop mutually beneficial relationships with our stakeholders.

As part of our stakeholder engagement process, we identified the following key stakeholder groups:

- Employees and workers
- Suppliers
- Customers
- Shareholders & Investors
- Government & Regulators

### Engagement with Key Stakeholder Groups

We engage with our stakeholders on a frequent basis and through various channels. We are committed to expand our stakeholder engagement methods and use the subsequent output in our future disclosures and materiality assessments.

### Summary of Stakeholder Engagement Mechanism

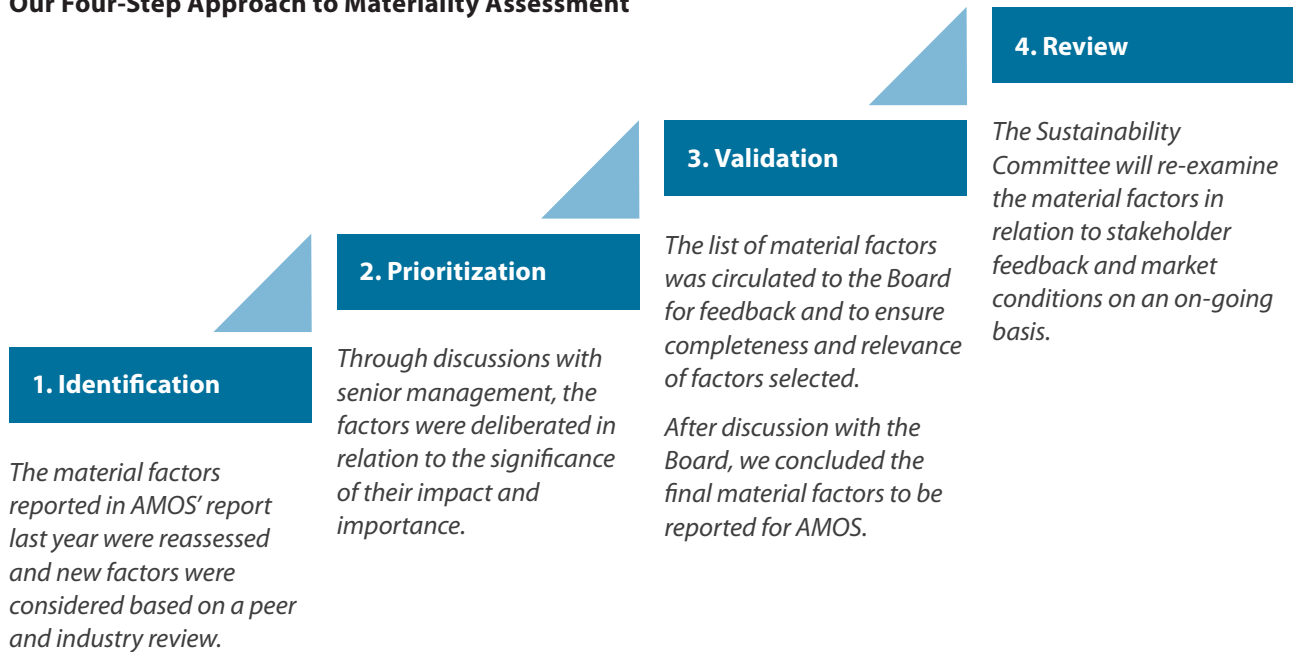
Stakeholder	Key Topics & Concerns	Engagement Mechanism & Our Response
Customers	<ul style="list-style-type: none"> <li>• Product health &amp; safety</li> <li>• Quality &amp; reliability</li> <li>• Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Customer feedback is gathered through our website and direct contact with sales representatives.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Personal development</li> <li>• Career advancement</li> <li>• Occupational health &amp; safety</li> <li>• Welfare &amp; benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Orientation conducted for new employees to familiarize them with our management team and policies.</li> <li>• Heads of Department conduct sessions with employees.</li> <li>• Town hall sessions to keep employees abreast of our performance and new developments.</li> <li>• Exit interviews for leavers to understand circumstances on leaving and employee needs.</li> <li>• Mandatory training by external trainers to better prepare employees at work and ensure safety practices to create a safe environment.</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Safety, compliance</li> <li>• Product/material quality and price</li> <li>• Social &amp; environmental responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Annual review of suppliers to evaluate performance and raise feedback.</li> <li>• Supplier Assessment checklist prior to update to Approved Vendor List.</li> </ul>
Shareholders & Investors	<ul style="list-style-type: none"> <li>• Economic and industry trends</li> <li>• Group performance</li> </ul>	<ul style="list-style-type: none"> <li>• Shareholders are kept abreast of our key developments through press releases and Annual Reports.</li> <li>• Annual General Meetings and investor meetings are conducted to engage our shareholders and investors in two-way communications.</li> </ul>
Government & Regulators	<ul style="list-style-type: none"> <li>• Adoption of best practices</li> <li>• Compliance with regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Keep abreast of new policies, regulations and guidelines launched and implemented by government and regulators.</li> <li>• Comply and continually improve the effectiveness of the quality management system which satisfies all standards requirements of ISO 9001:2015, or any relevant statutory and regulatory body such as Building &amp; Construction Authority, Ministry of Manpower and National Environment Agency.</li> </ul>



Materiality is a critical element of our sustainability strategy because it ensures we provide our stakeholders with the sustainability information most relevant to them and our business.

We conducted a materiality assessment last year to identify seven material topics. This financial year, we continue to focus on these issues and may consider an assessment review for subsequent reports.

### Our Four-Step Approach to Materiality Assessment



### Material Factors

The following material factors have been categorized under three **environmental, social** and **governance** pillars.

Material Factors	GRI Standard Reported	Geographical Boundary for First Year Report FY2019	Impact Boundary
<b>Environment</b>			
Energy & Emissions	GRI 302: Energy GRI 305: Emissions	Singapore	Within organisation
Effluents & Waste	GRI 306: Waste	Singapore	Within organisation
<b>Social</b>			
Human Capital Development	GRI 401: Employment GRI 404: Training & Education	Singapore	Employees
Occupational Health & Safety	GRI 403: Occupational Health & Safety	Singapore	- Employees & workers - Regulators
<b>Governance</b>			
Product Quality, Health & Safety	GRI 416: Customer Health & Safety	Singapore	Customers
Business Ethics & Anti-corruption	GRI 205: Anti-corruption	Singapore	All business operations
Responsible Supply Chain	GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	Singapore	- Customers - Suppliers

## 1 / Energy and Emissions

### Why this is material?

AMOS is a global provider of supplies, services and solutions to major international shipping fleets and energy operators. Our fulfilment center in Singapore operates as our headquarters, warehousing, cold chain storage, and provisioning. There are two main sources of energy that we consume. Our few chartered vessels along with our fleet of vehicles run on diesel, while our office premises, warehouse and fulfilment center, which are all located in the same area, primarily use electricity. Reducing our total energy consumption helps us to not only reduce our carbon footprint and impact on the environment, but also drives significant cost savings, improving our economic performance.

### Management Approach

We strive to lower our energy usage by increasing awareness among employees, implementing energy efficient technologies and leveraging carbon offsets. The current practices in place are as follows:

#### Awareness among employees

- Display energy saving posters and related labelling in prominent areas in the AMOS office and warehouse to remind employees of energy conservation practices.
- Improve AMOS employees' awareness of energy savings in yearly briefings.
- Encourage employees to reduce energy consumption in the office by maintaining an adequate air temperature in office.

#### Energy Efficient Technologies

- Use of motion sensor lights at stairways and toilets.
- Use of energy saving bulbs.
- Efficient planning of route for our fleet.
- Efficiency checks on chillers.

### 2 / Carbon Neutral Program

We recognize that reducing our footprint is a journey, so for emissions that we are not able to reduce at this stage, we have begun participation in the Carbon Neutral Program. In line with the program, we have purchased carbon offsets for our emissions since 2016 and have been awarded with carbon neutral certificates by Environmental Solutions (Asia) Pte Ltd ("ES Power") as listed below:

- Certificate of retirement of 441.1 MT of CO<sub>2</sub> equivalent of carbon credits against greenhouse gas emission for the organization to carbon neutralize the electricity consumption of 1,068 MWh from 10 March 2017 to 27 April 2018.
- Certificate of retirement of 290.8 Tonnes of CO<sub>2</sub> equivalent of carbon credits against greenhouse gas emission for the organization to carbon neutralize the electricity consumption of 704 MWh from 10 March 2018 to 9 March 2019.
- Certificate of retirement of 624 Tonnes of CO<sub>2</sub> equivalent of carbon credits against greenhouse gas emission for the organization to carbon neutralize the electricity consumption of 1485 MWh from 1 April 2019 to 31 March 2020.

**Targets & Performance** - Our overall goal is to achieve a zero carbon footprint.

Energy Use & Efficiency	Unit	FY 2019 Performance	FY 2020 Performance	FY 2021 Target
Electricity Consumption	GJ	4,502	2,696	Employees are constantly reminded to save electricity by turning off all lights and aircons. We are currently in discussions to attain ISO 14001 for AMOS Supply Pte Ltd. AMOS International (S) Pte Ltd. achieved ISO 14001 certification on 25 June 2020.
Diesel Consumption <sup>1</sup>	GJ	14,287	13,383	For FY2021, our per vessel diesel consumption should not exceed the FY2020 amount i.e. 3,345.88 GJ / Vessel.
Total Energy Consumption for the year	GJ	18,789	16,079	
Indirect Scope 2 GHG Emissions <sup>2</sup>	tCO <sub>2</sub> e	524	314	To continue compliance with the carbon neutral program with the overall goal of the program is to achieve a zero carbon footprint.
Direct Scope 1 GHG Emissions <sup>3</sup>	tCO <sub>2</sub> e	1,059	992	To continue compliance with the carbon neutral program with the overall goal of the program is to achieve a zero carbon footprint.

<sup>1</sup> This data was acquired from the diesel consumed by 4 of our vessels.

<sup>2</sup> We use emission factors 0.4188 kg CO<sub>2</sub>/kWh (2018), for calculation of CO<sub>2</sub>. **Source:** <https://www.ema.gov.sg/Singapore-Energy-Statistics-2019/Ch02/index2>

<sup>3</sup> We use the emission factors 74,100 kg/TJ, for calculation of CO<sub>2</sub>. **Source:** [https://ghgprotocol.org/calculation-tools#cross\\_sector\\_tools\\_idj](https://ghgprotocol.org/calculation-tools#cross_sector_tools_idj)



### 3 / Effluent & Waste Management

#### Why this is material?

We are conscious that non-hazardous waste is generated from our operations. Such waste primarily includes metal scrap, plastics, paper and wood amongst others. Any mishandling in disposal may result in environmental damage through land or air pollution. We also see waste reduction as means of reducing operational costs and fostering innovation in design.

#### Management Approach

We undertook a number of waste reduction measures in FY 2020:

- Since April 2019, we have begun engagement with Tidy Waste Management, a waste collector that ensures proper handling of recyclable waste. They provide bins and place them across different sections of the warehouse, segregating the waste into paper and plastics. They collect the waste daily, compile it monthly and subsequently sell it for recycling. The rental for these bins is offset by the fee collected for recycling.
- Over the past year, AMOS put our Group Global Plastic Policy in effect, with a commitment to consume fewer resources and manage these resources responsibly by adopting the 'reduce, reuse, recycle' principles across all our waste streams and procurement decisions.
- We have also commenced tracking the amount of plastic used for wrapping the pallets, which are shrink wrapped to protect against adverse weather conditions. We purchased equipment that will ultimately reduce the plastic consumption per pallet by reducing the number of wraps and controlling the tension of each wrap.
- We have also been invited by our Client, Wilhelmsen Ship Management, to be a part of the core members of a joint committee with DNVGL, aimed at tackling the issue of plastics in the marine industry. The committee consists of Wilhelmsen appointed personnel, industry experts and some suppliers. During this financial year, two round table discussions were held and DNV is currently looking at developing a plastic index.

#### Targets & Performance

Waste Type	Disposal Method	Waste Disposal 2019 (Metric Tonnes)	Waste Disposal 2020 (Metric Tonnes)	FY2021 Target
Hazardous	Waste disposal collectors	8	6	We have experienced a reduction in hazardous waste from FY 2019 to FY 2020. This is attributed to our changing business needs. We aim to continue reducing our hazardous wastes.
Non Hazardous	Recycled by waste collector	119	262	The increase in non-hazardous waste is attributed to the shifting of AMOS Supply Pte. Ltd. to 156 Gul Circle, together with AMOS International (S) Pte Ltd.  We also place strict emphasis on proper disposal of recyclable waste and constantly remind everyone so this could lead to the significant increase in non-hazardous waste collection.

## Our People

Employees are our most vital asset. We are committed to fair, equitable and quality employment practices in our recruitment process to attract, develop and retain a talented, innovative, flexible and motivated workforce in every country where we operate.

We embrace diversity and inclusion, aim to attract and retain the best people to work with us, develop their talents and abilities, and most importantly, watch out for their safety and well-being.

### 1 / Employee Welfare & Talent Retention

#### Why is it Material?

Attracting and retaining talent has been a challenge in the maritime and offshore industry over the past few years. High rates of turnover and the inability to attract the right talent disrupts the growth of the business, hinders succession planning and lowers the overall morale of the organization.

## Management Approach

Since our merger in year 2018, we have been striving to standardize processes across the two companies. This year, we have implemented standardized policies pertaining to payroll, leave and recruitment processes. These changes were put into full effect as of November 2019.

Following the implementation of these policies, we have also conducted communication sessions on our new policies for our employees. We are also in the process of refreshing our employee code of conduct, KPIs and appraisal process; all of which we aim to complete in the fourth quarter of 2020.

We continue to engage with our employees to understand and address any challenges. Given the evolving COVID-19 situation, we held a Business Continuity Plan (BCP) Townhall to address the emerging challenges. Our CEO delivered a speech to assure and explain our upcoming business practices whilst highlighting our organization's way forward.

#### Employee Profile<sup>4</sup>

	FY2019			FY2020		
	Male	Female	Total	Male	Female	Total
<b>Permanent</b>	200	119	319	164	105	269
<b>Temporary</b>	3	9	12	2	2	4
<b>Total</b>	203	128	331	166	107	273

#### Employee New Hire & Turnover by Age

Age	FY2019				FY2020			
	New Hire		Turnover		New Hire <sup>5</sup>		Turnover <sup>6</sup>	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
<b>Less than 30</b>	46	59	30	41	1	2	14	24
<b>Between 30 and 50</b>	98	45	55	29	3	2	32	16
<b>Over 50</b>	5	14	21	47	0	0	6	18
<b>Total</b>	149	45	106	35	4	1	52	18

#### Employee New Hire & Turnover by Gender

Age	FY2019				FY2020			
	New Hire		Turnover		New Hire		Turnover	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
<b>Male</b>	92	45	70	36	3	2	33	18
<b>Female</b>	57	45	36	31	1	1	19	16
<b>Total</b>	149	45	106	35	4	1	52	18

<sup>4</sup> We do not have any part time employees. We also do not have any employees to whom collective bargaining agreements apply.

<sup>5</sup> New Hire Rate = number of new hires/employees at end of FY2020

<sup>6</sup> Turnover Rate = number of departures /(employees at start of FY2020 + employees at end of FY2020)/2)

We continue to practice fair employment, provide employment benefits, reward their performance and build a diverse culture in our efforts to manage, nourish and retain our talent.

### Fair Employment

We reward employees fairly based on their ability, performance, contribution and experience. All our employees are given employment contracts with clear terms and conditions and equal employment opportunities that are clearly cited in the employee handbook. We abide by labour laws in Singapore and adapt the Tripartite Alliance for Fair and Progressive Employment Practices ("TAFEP").

### Employee Benefits

Ensuring employee welfare and medical benefits are an important priority. We provide insurance for all our employees. Furthermore, we've provide free lunch to all of our staff. As part of facilitating increased inclusion, we hosted a year end lunch buffet and celebrated Chinese New Year together. This includes a distribution of hampers to the employees, which were sponsored by vendors and customers.

Furthermore, on a departmental level, we have introduced a more flexible style of working as part of our BCP for the COVID-19 pandemic.

Our industry is foreign labour intensive, and we see their welfare as imperative to the success of our operations. We provide them with housing allowance with the purpose of enabling better flexibility in their choice of living. We also provide transport to all our employees from the MRT station to the workplace given that most of our employees are reliant on public transport and do not possess their own vehicle.

### Diversity and Equal Opportunities

AMOS is committed to fair, equitable and quality employment practices in our recruitment process to attract, develop and retain a talented, innovative, flexible, and motivated workforce in every country that we operate in. All employment decisions will conform to the principle of equal opportunity by imposing only the valid requirements of the position on the candidate under consideration. We encourage diversity of race, age, skills, experience and gender, assessing candidates and employees on merit alone.

### Target

As per our report last year, we have extended existing internship programmes to more polytechnic colleges and universities to attract new employees. This financial year, we've employed a total of 4 interns.

## 2 / Training & Development

### Why is it Material?

We offer training to assist employees achieve a higher level of competency and safety standards, in order to further enhance the quality of our services and products. Such trainings also aim to build a well-motivated, stable workforce with a high level of teamwork. A key objective of training is to develop competencies, which would enable our employees to perform their current or future jobs successfully. All our training programs are geared towards the following objectives:

- Strengthening job skills and knowledge of employees.
- Improving operational efficiency and productivity.
- Developing/maximizing the potential of employees, to the mutual benefit of AMOS and employees' career development.

### Management Approach

In FY 2020, we focused on providing more mandatory training required by Maritime regulators and the government. We sent our employees for the following mandatory courses during the year:

- First Aid Workshop
- Forklift Operator Training Workshop
- ISO Training
- Incident Management training workshop
- Certificate Emergency Response Team ("CERT") training

Additionally, some employees underwent Occupational Safety Training Courses, including:

- Shipyard Safety Instruction Course for General and Hot Work Trade
- Workplace Health & Safety in Metal Work Training
- Basic Offshore Safety Induction Emergency Training (BOSIET)
- Occupational First Aider Training

### Average Training Hours Per Employee by Gender

	FY2019		FY2020	
	Total Hours	Average Training Hours	Total Hours	Average Training Hours
<b>Male</b>	203	2.64	166	0.05
<b>Female</b>	128	1.28	107	0.07
<b>Total</b>	331	2.11	273	0.06

In FY2020, we have been in the process of implementing SAP, which has contributed to the lower than usual average training hours per employee. We aim to have the system up and running by FY2021 to allow for more training hours.



### 3 / Occupational Health and Safety

#### Why is it material?

We do not compromise on the safety of our employees and workers. We recognize our industry is prone to health and safety risks therefore it is imperative that we ensure our employees' well-being by having stringent safety policies in place.

#### Management Approach

Operational health and safety ("H&S") is managed holistically by all departments, where all department leads are responsible for the safety of employees under their charge. All staff are empowered to stop any activities if they are unsafe. Furthermore, there is a Quality Health Security Safety Environment ("QHSSE") department that is responsible for promoting, establishing & administering H&S directives and governance of the H&S performance throughout the organization. The QHSSE Department along with HR also ensures that every new employee goes through an induction program where basic H&S responsibilities for all employees are discussed.

AMOS QHSSE Department is working with HR on training requirements and ensuring that individuals possess the basic competency for their work. Employees are also sent for courses to upgrade their skills and increase their knowledge and efficiency in operational safety supervision and management. The QHSSE Department also routinely engages all other department on their Health and Safety performance. Fire safety drills are conducted twice yearly.

The QHSSE department also plays a role in the communication of QHSSE alerts from other entities to ensure best practices are shared and standard practices can be established across the organisation. A designated QHSSE personnel will conduct weekly walk-arounds with representatives from each department to review particular work activities or systems to ensure safe operations on the floor. Monthly committee meetings are held to discuss safety performance, incidents that have occurred, best practices, H&S Campaigns planning and to ensure that feedback from workers and other employees is addressed.

We have a Risk Management Organization Chart that assigns responsibility for conducting risk assessments and ensuring that all control measures are adequately addressed on the ground. For every operational activity, a BizSafe Level 2 trained personnel approved by the Risk Management Organization Chart Team Leader is given the responsibility to conduct risk assessment of that activity. The outcome of the risk assessments is communicated to the ground workforce. Generally, risk is assessed by a 5x5 matrix and control measures are determined by the hierarchy of controls.



This year, we faced health and safety risks arising from the COVID-19 pandemic. Due to this, the AMOS QHSSE Department constantly stays abreast of local regulations and worldwide advisories. We have issued memos and directives to all entities on the current situation of the pandemic, its impact on the business and subsequent measures that should be upheld as an organisation. These include travel restrictions, Business Continuity Plan, sanitation, temperature checking, etc.

To ensure business continuity, we have also issued orders for all departments to have separate teams working away from each other (i.e. Split Teams or Shift Work), to ensure that AMOS remains operationally able to support the business demands.

Our employees working in the office during this period are mandated to wear a face mask and have their temperature checked before entering the premises. Our employees are also compliant with the government's initiative of signing up to and utilizing the "Trace Together" to ensure traceability as we combat the pandemic.

AMOS QHSSE Department also works very closely with the Procurement department to ensure we are complying to the Inventory of Hazardous Materials regulations by IMO. This regulation ensures that all specified potentially hazardous material supplied to the vessel are within the acceptable threshold limit.

AMOS has set up a process and system to govern purchases of these products which include: establishing a controlled guideline for all suppliers supplying these materials, declaration of suppliers' commitment to comply with the guidelines, suppliers' process and physical site audits by the QHSSE Department, and site audit of suppliers' manufacturer for a specific product by QHSSE Department.. AMOS has also been certified by the Workspace Safety and Health Council to have fulfilled the requirements to attain bizSAFE Level Star and obtained the OHSAS 18001:2007 certification.



### Work Related Injuries Data

	FY2019		FY2020	
	Employees	Non-Employees Whose work/ workplace is controlled by our organization	Employees	Non-Employees Whose work/ workplace is controlled by our organization
Number of Fatalities as a result of Work-Related Injury	Nil	Nil	Nil	Nil
Number of High-Consequence Work-Related Injuries (Excluding fatalities)	Nil	Nil	2	Nil
Number of Recordable Work-Related Injuries	3	Nil	5	Nil
Number of Hours Worked	758,816	Nil	752,340	Nil
Rate of Fatalities as a result of work-related injuries (%)	Nil	Nil	Nil	Nil
Rate of High-Consequence Work Related Injuries (%)	Nil	Nil	1	Nil
Rate of Recordable Work-Related Injuries (%) <sup>7</sup>	0.79	Nil	1	Nil

<sup>7</sup> Recordable work-related injury rate = (Number of recordable work-related injury x 200,000) / Number of hours worked.

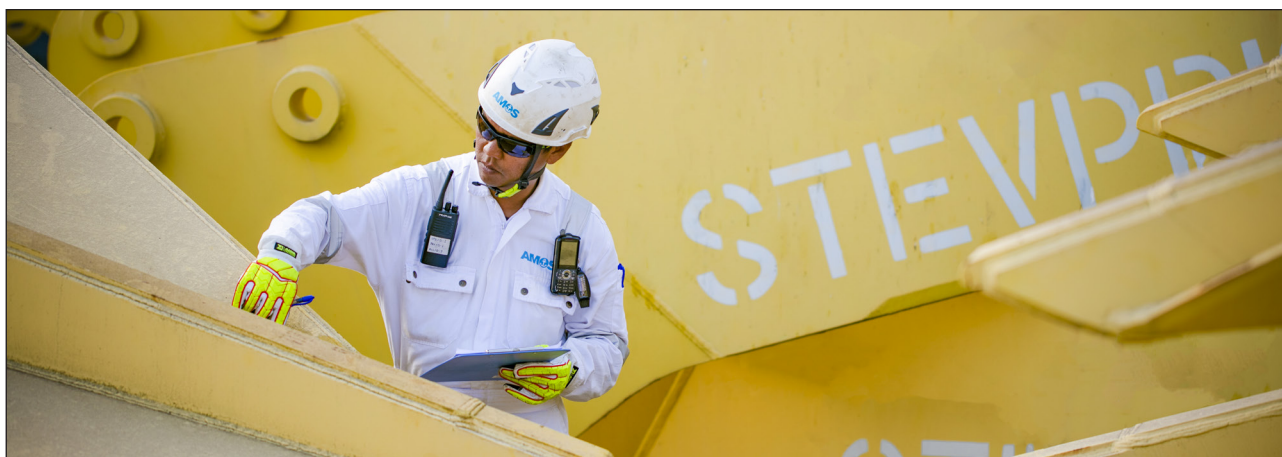
## Reported Cases of Work Related Injuries &amp; Action Taken

Date	Company	Classification	Preventative Action
23 Apr 2019	AMOS International	Incident with Injury (Slip, Trip & Fall)	<ul style="list-style-type: none"> <li>- All BO's to instruct Boat Operators to control the bridge instead of Ship Crew Member.</li> <li>- BO's to assess stability of boat before ascending/descending</li> </ul>
21 Aug 2019	AMOS International	Incident with Injury (Crushing)	<ul style="list-style-type: none"> <li>- All BO's are to be issued with appropriate PPE and adhere to use while performing tasks.</li> </ul>
10 Jan 2020	AMOS Supply	Incident with Injury (Slip, Trip & Fall)	<ul style="list-style-type: none"> <li>- Access to control room has been suspended till further notice.</li> <li>- All personnel have been briefed and asked to change boots where necessary.</li> <li>- Areas where it is significantly oily have been covered in saw dust and cleared.</li> </ul>
20 Mar 2020	AMOS Supply	Incident with Injury (Crushing)	<ul style="list-style-type: none"> <li>- Activity of spooling out wire rope from metal drum has been reviewed and instructions given to work group to clear the immediate vicinity when drum is turning to coil out wire.</li> <li>- No persons to manually handle the wire while drum is in motion.</li> </ul>
29 Mar 2020	AMOS Supply	Incident with Injury (Trapped by load)	<ul style="list-style-type: none"> <li>- Warehouse team has been instructed to only appoint those familiar with the tasks needed to be performed.</li> <li>- Warehouse leader/person-in-charge to perform detailed briefing of the tasks to all involved before that start of activity.</li> <li>- Warehouse team has been instructed to use equipment such as forklift/stacker to move heavy items and minimize manual handling.</li> <li>- Identify and implement layered stacking for inventory that are heavy with irregular shape.</li> </ul>

## Targets

- We place a lot of emphasis in ensuring that the work environment is safe for our employees. We aim to further strengthen our risk management procedure to achieve zero workplace incidents.
- We continue to transit our OHS Management System from OHSAS 18001:2007 to the ISO 45001:2018 guidelines.
- A gap analysis will be conducted and the OHS Management System will be adjusted to allow easy integration with our Quality Management System for a more holistic approach.





## 1 / Responsible Supply Chain Management

### Why is it material?

Our supply chain includes a several parties. Our marine supplies range from technical supplies such as steel valves and personal protective equipment ("PPE") to general supplies such as frozen food and water. Our rigging, mooring and lifting business segment procures rigging equipment, rigging systems along with consumables amongst other items. A large number of our suppliers are based overseas.

We recognize that the suppliers we engage with have a significant impact on our sustainability performance. Additionally, ensuring that our suppliers provide high standards of product quality, health and safety will directly improve what we offer to our customers.

### Management Approach

AMOS has a close relationship with its strategic partners and suppliers who are committed to high quality and safety standards. We engage with reputable manufacturers and strive for lean procurement to support fast turn-around and minimization of wastage.

We have a Procurement and Supplier Management Policy, AMOS-CP-PUR-001, which utilizes the Supplier Questionnaire Form QA-FM-011 to promote and maintain sustainable procurement activities and governance. Our Supplier Questionnaire Form QA-FM-011 is employed to evaluate our suppliers' risk assessment on Quality, Health and Safety, Environmental and Social responsibility. Any gaps identified for potential improvement is followed up with a Supplier Improvement Action Plan arranged by the QHSSE department.

In FY2020, we expanded our supplier questionnaire to include social issues to enforce suppliers' social responsibility. The social issues include child labour, minimum age of employment, compliance programmes for corruption bribery & anti-trust, legal proceedings and local requirements on working hours as part of our supplier assessment process.

Prior to engaging with a new supplier, we perform a pre-qualification assessment as part of our Know Your Supplier ("KYS") policy. This is through a checklist filled by the vendor applicants. After assessment, selected vendors are included in the Approved Vendor List ("AVL"). In addition to quality considerations, compliance with environmental regulations and health and safety practices are key requirements.

For high risk suppliers, we also conduct periodic audits and checks, particularly as many of our customers demand supply chain visibility on use of hazardous materials such as asbestos. We have established the database where the relevant material certifications and test reports are readily available to customers to support the Inventory of Hazardous Material (IHM).

### Performance

We screened 60 suppliers in FY 2020 on environmental and social criteria.

In FY 2020, AMOS commenced auditing a gasket manufacturer in India, which is subcontractor of the main gasket supplier we employ. Through our risk identification processes, we singled this out as a high-risk area from an environmental and safety perspective. The audit results find the supplier to be compliant with our environmental and social standards.

### Target

We have implemented social considerations in our assessment for new vendors and will be working on the supplier code of conduct in the second half of 2020, along with the surveillance audit for selected critical vendors with the QHSSE team.

We are also currently reviewing our supplier base and refining them to ensure that our supply chain is not impacted by the COVID-19 pandemic.

## 2 / Product Quality and Reliability

### Why is it material?

As the marine industry becomes more competitive, our customers rely on our brands for safe and quality products and services. We believe we can differentiate ourselves by providing our customers with products and services that exceed their expectations, leading to loyal and committed customer relationships that will last in the long run.

### Management Approach

We use international standards to ensure the quality and safety of our products and services. We reflect on the periodic assessment of the health and safety impacts of our products and services to identify, assess and treat all quality and safety-related risks associated with our business activities, products and services in a responsible manner.

For ALCONA Brand, one of key offering product range will be the Personal Protective Equipment (PPE). Durability and Safety are crucial requirements for customers purchasing these products. We ensure the requirements are met with the following:

- Products with Product Data Sheet to govern the standards and certifications to adhere to during tender offers and supply to customers.

The type of standards and certification requirements are supported with testing and accreditation from the respective appointed testing bodies, along with certificate of conformity from AMOS.

### Performance

There were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period. We have not identified any non-compliance with regulations and/or voluntary codes with respect to health and safety impacts of our products and services.

### Target

We aim to maintain stringent risk assessments of our products and services. We strive to achieve zero reportable incidents of non-compliance concerning the health and safety impacts of products and services in the upcoming year.

## 3 / Ethics & Anti-corruption

### Why is it material?

Good corporate governance is an integral element of a reliable corporation and enables a company to be more transparent and forward-looking. Sound corporate governance is also an effective safeguard against fraud and anti-corruption, which are foreseeable risks in our industry. Any failure to comply can lead to severe financial and reputational damage to the company.

### Management Approach

At AMOS, we are committed to maintaining a high standard of corporate governance. We expect honesty, integrity and accountability at every level of the company. AMOS has established internal controls to ensure the highest standards of governance & fraud prevention. The Board and the Management believe that an effective whistle-blowing arrangement will act as a deterrent to malpractice and wrongdoing, encourage openness, promote transparency, underpin the risk management systems of AMOS and enhance its business practice; thereby increasing the reputation of AMOS and its management. We conduct yearly internal audit to ensure compliance. Cases of non-compliance are directly reported to our Audit committee. Employees, suppliers, customers and other stakeholders can directly write in to our Audit Committee to report cases of fraud or other irregularities. These reported cases are thoroughly investigated followed by the undertaking of subsequent necessary actions.

The specific objectives of the policy are:

- Maintain a high standard of corporate governance.
- Provide a channel of communication for AMOS employees to report fraudulent practices
- Guide employees on actions to address their concerns on suspicious fraudulent activities.
- Provide a process for investigations and management reporting.

The whistle-blowing policy can be found on our website with details on the scope of the policy, the whistle blowing officer, what is not covered in the policy, administration and whistle-blowing procedures.

### Performance

There have been no cases of corruption at AMOS within the reporting year.

### Target

We aim to maintain zero reportable incidents relating to corruption and bribery.



<b>External Certifications</b>	ISO / IEC 17020:2012 (Date of Certification: March 2018) (Exp: March 2022)
	BS OHSAS 18001:2007 (Date of Certification: Jan 2019) (Exp: March 2021)
	ISO 9001:2015 (Date of Certification: 2018) (Exp: Aug 2021)
	bizSAFE STAR (Date of Certification: March 2019) (Exp: March 2021)
	ISO 14001:2015 (Date of Certification: 2019) (Exp: Feb 2022)
	ISO 22000:2005 (Date of Certification: 2016) (Exp: Jan 2020)
<b>Memberships</b>	International Marine Procurement Association
	Singapore Association of Ship Suppliers and Services
	Lifting Equipment Engineers Association
	International Marine Contractors Association



GRI Standard	Disclosure		Page No. / URL
<b>GRI 101: Foundation 2016</b>			
<b>General Disclosures</b>			
<b>GRI 102: General Disclosures 2016</b>	<b>Organizational Profile</b>		
	102-1	Name of the organization	3
	102-2	Activities, brands, products, and services	7-8
	102-3	Location of headquarters	6
	102-4	Location of operations	6
	102-5	Ownership and legal form	3
	102-6	Markets served	5
	102-7	Scale of the organization	Refer to Annual Report
	102-8	Information on employees and other workers	14
	102-9	Supply chain	19
	102-10	Significant changes to the organization and its supply chain	19-20
	102-11	Precautionary Principle or approach	9-11
	102-12	External initiatives	21
	102-13	Membership of associations	21
	<b>Strategy</b>		
	102-14	Statement from senior decision-maker	3
	<b>Ethics &amp; Integrity</b>		
	102-16	Values, principles, standards, and norms of behavior	9
	<b>Governance</b>		
	102-18	Governance structure	9
	<b>Stakeholder Engagement</b>		
	102-40	List of stakeholder groups	10
	102-41	Collective bargaining agreements	Not applicable
	102-42	Identifying and selecting stakeholders	10
	102-43	Approach to stakeholder engagement	10
	102-44	Key topics and concerns raised	10
	<b>Reporting Practice</b>		
	102-45	Entities included in the consolidated financial statements	Refer to Annual Report
	102-46	Defining report content and topic Boundaries	5, 11
	102-47	List of material topics	11
	102-48	Restatements of information	No restatements
	102-49	Changes in reporting	No changes
	102-50	Reporting period	5
	102-51	Date of most recent report	31 March 2019

GRI Standard	Disclosure		Page No. / URL
	<b>Reporting Practice</b>		
	102-52	Reporting cycle	5
	102-53	Contact point for questions regarding the report	5
	102-54	Claims of reporting in accordance with the GRI Standards	5
	102-55	GRI content index	22-24
	102-56	External assurance	5
<b>Material Topics</b>			
<b>Energy Consumption</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation of the material topic and its boundary	12
	103-2	The management approach and its components	12
	103-3	Evaluation of the management approach	12
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	12
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	12
	305-2	Energy Indirect (Scope 2) GHG emissions	12
<b>Waste Management</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation of the material topic and its boundary	13
	103-2	The management approach and its components	13
	103-3	Evaluation of the management approach	13
<b>GRI 306: Effluents &amp; Waste 2016</b>	306-2	Waste by type and disposal method	13
<b>Employment</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation of the material topic and its boundary	14-15
	103-2	The management approach and its components	14-15
	103-3	Evaluation of the management approach	14-15
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	16
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	14-15
<b>Occupational Health &amp; Safety</b>			
<b>GRI 103: Management Approach 2018</b>	103-1	Explanation of the material topic and its boundary	16
	103-2	The management approach and its components	16
	103-3	Evaluation of the management approach	16
<b>GRI 403: Occupational Health &amp; Safety 2018</b>	403-9	Work-related injuries	17-18

GRI Standard	Disclosure		Page No. / URL
Human Capital Development			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	15
	103-2	The management approach and its components	15
	103-3	Evaluation of the management approach	15
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	15
	404-2	Programs for upgrading employee skills and transition assistance programs	15
Supply Chain Management			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	19
	103-2	The management approach and its components	19
	103-3	Evaluation of the management approach	19
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	19
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	19
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	20
Ethical Business			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	20
	103-2	The management approach and its components	20
	103-3	Evaluation of the management approach	20
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	20



