

We Supply.



# AMOS

All Marine Offshore Solutions



Sustainability Report 2019

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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 contributing to society positively.”*



We are pleased to issue the first Sustainability Report (“Report”) for AMOS Group Limited (“AMOS”), created upon the merger of Gaylin Holdings Limited and AMOS International Holdings Pte Ltd (“AIH”). The Report reflects AMOS’ performance as well as our strategy and vision towards a sustainable future.

The merger has created a strong combined entity, AMOS. The integrated platform will allow us to play out the value of a capable and unified team, our collective capabilities, and a single streamlined network. While we make progress towards our mission to becoming a leading international provider of diversified products, services and solutions, our business partners will benefit from increased efficiencies and valuable economies of scale.

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

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. The Board was also involved in the determination of the material EESG factors for AMOS. Through the year, the Board and Management review the sustainability objectives and progress of the business.

As we embark on 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

AMOS GROUP HEADQUARTERS - SINGAPORE



### 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 1st April 2018 to 31st March 2019 ("FY2019"). For the first-year sustainability report since the acquisition of AIH, the reporting boundary only includes AMOS' operations in Singapore. AMOS will look to widen the reporting boundary to its overseas entities in future reports.

### 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 Listing Manual Section B: Rules of Catalyst of the Singapore Exchange Securities Trading Limited ("SGX-ST") (the "Catalist Rules") 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)*

The Group was founded in 1974 and listed on the Singapore Stock Exchange in 2012. Headquartered at our technologically advanced Fulfillment 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 oil and gas production zones and four of the world's busiest ports: Singapore, Shanghai, Hong Kong and Busan.

### The AMOS Group Network



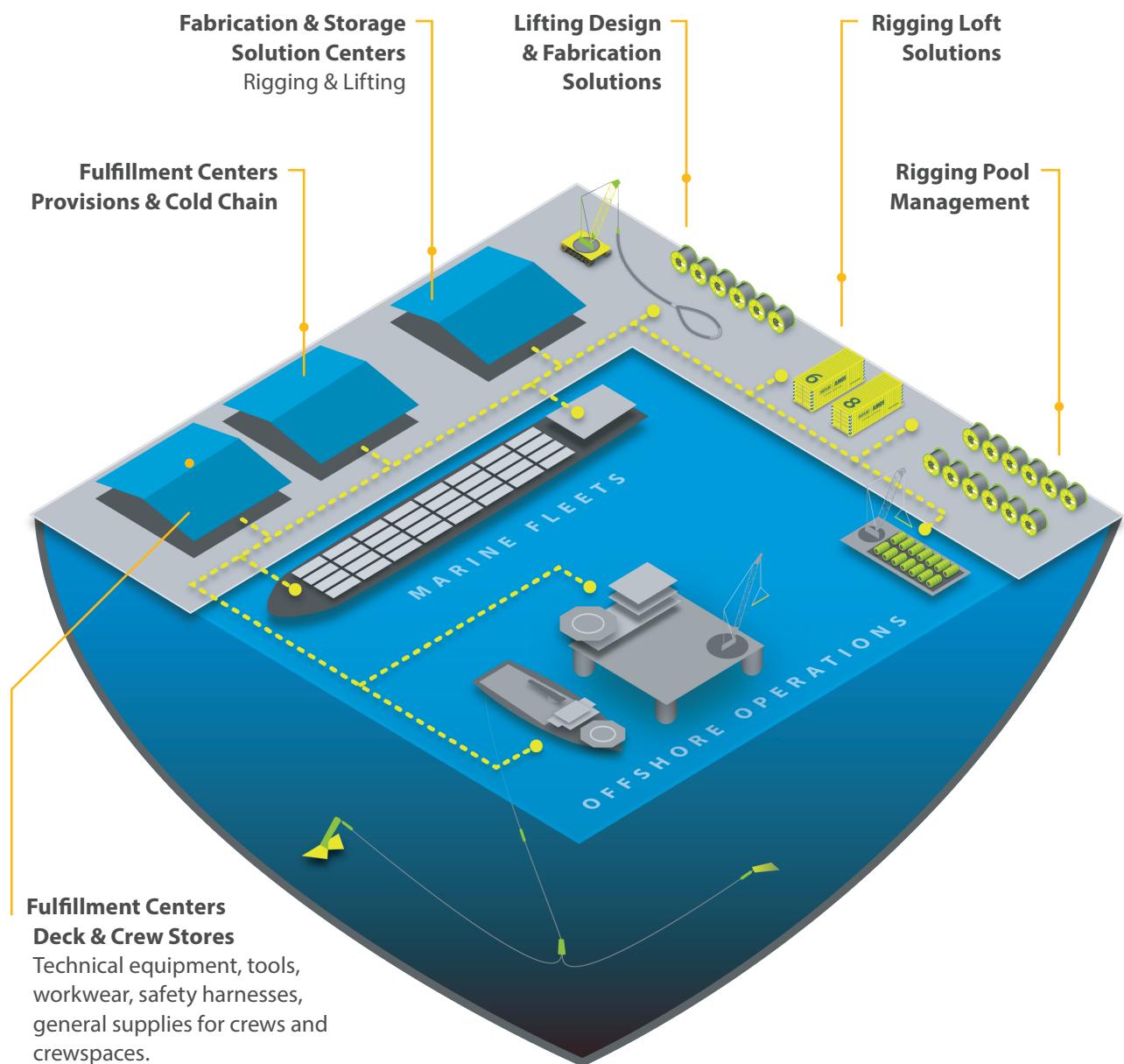
Asia	Middle East	Europe
Singapore Hong Kong Shanghai Busan Malaysia Vietnam Indonesia Tianjin	Sharjah, United Arab Emirates Kazakhstan Azerbaijan	Aberdeen, Scotland

Through our procurement, logistics and supply chain infrastructure, AMOS offers a broad and comprehensive portfolio of world-class technical supplies, services and provisioning solutions to customers in the marine and offshore industries.

AMOS is a leading provider of premium rigging and lifting products and specialized engineering services. These include 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 brand through exclusive supplier arrangements, we also market ALCONA, our own brand of professional grade equipment including personal protective equipment and an expanding range of technical supplies and daily consumables developed for the marine and offshore workplace.



**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.

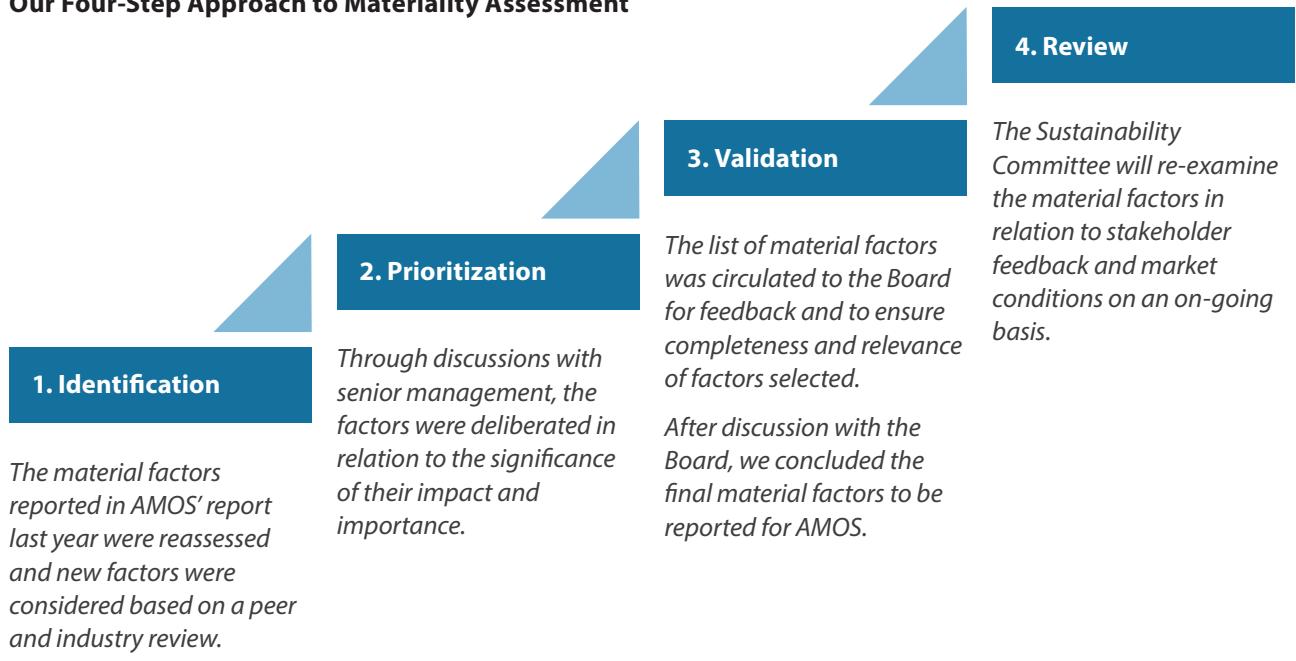
## Summary of Stakeholder Engagement Mechanism

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> </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 into 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 ASSESSMENT

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

### Our Four-Step Approach to Materiality Assessment



### Our 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>			
Effluents & Waste	GRI 306: Waste	Singapore	Within organization
Energy & Emissions	GRI 302: Energy GRI 305: Emissions	Singapore	Within organization
<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 / Effluent & Waste Management

### Why this is Material?

We are conscious that non-hazardous waste is generated from our operations. Such waste primarily include metal scrap, plastics, paper and wood amongst others. Any mishandling in disposal may result in environmental damage through land and air pollution. We also see waste reduction as a way to reduce operational costs and foster innovation in design.

### Targets & Performance

Waste Type	Disposal Method	Waste Disposal (Metric Tonnes)	FY2020 Target
Hazardous	Waste disposal collectors	8	No target on hazardous waste disposal given that this year is a one-off occurrence of the chemical waste disposal.
Non Hazardous	Recycled by waste collector	119	To reduce different type of waste (i.e. metal, wood, plastic and paper) produced and implement the use of more environmentally sustainable products within the organization.

## 2 / Energy & Emissions

### Why this is material?

AMOS is a global provider of supplies, services and solutions to major international shipping fleets and offshore oil and gas operators. Our fulfillment 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 are run on diesel, while our office premises, warehouse and fulfillment 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 to also drive significant cost savings and impact 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:

### Management Approach

Measures currently in place at the company include:

- Waste segregation bins (metal, wood, plastic and paper) are placed at various locations. These bins are collected daily by a licensed recycling contractor.
- Water dispensers are placed at every office to minimize usage of plastic bottles.

### Awareness Among Employees

- Display of energy saving posters and other labelling in prominent spots at AMOS office and warehouse to remind employees at all times on energy conservation.
- Improve awareness of AMOS employees in energy savings by yearly briefings.
- Encourage employees to reduce energy consumption by maintaining 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 conducted during the year

## Carbon Neutral Program

We recognize that reducing our footprint is a journey and for emissions that we cannot reduce at this stage, we have been participating 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 follows:

- 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

## Targets & Performance

Our overall goal is to achieve a zero carbon footprint.

Energy Use & Efficiency	Unit	FY 2019 Performance	FY 2020 Target
Electricity Consumption <sup>1</sup>	GJ	4,502	To increase awareness within the company by hosting awareness campaign and use of lights run on battery in an attempt to reduce electricity consumption further. To achieve ISO 14001, the total electricity consumption against annual revenue must not be more than 1.59kW per dollar of revenue.
Diesel Consumption <sup>2</sup>	GJ	14,287	To achieve ISO 14001, the total diesel usage against vessels served must not be more than 3.81L per vessel served.
Total Energy Consumption for the year	GJ	18,789	
Indirect Scope 2 GHG Emissions <sup>3</sup>	tCO <sub>2</sub> e	524	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>4</sup>	tCO <sub>2</sub> e	1,059	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> Conversion factor from kWh to GJ = 0.0036; (1,250,568 kWh x 0.0036 = 4,502 GJ)

<sup>2</sup> Conversion factors from litres to GJ : Diesel density = 0.84 kg/l and Diesel NCV = 43 TJ/Gg ; (395,548 l x 0.84 x 43)/1000 = 14,287 GJ

<sup>3</sup> We use the emission factors 0.4192 kgCO<sub>2</sub>/kWh, for calculation of CO<sub>2</sub>

[Source:[https://www.ema.gov.sg/cmsmedia/Publications\\_and\\_Statistics/Publications/SES18/Publication\\_Singapore\\_Energy\\_Statistics\\_2018.pdf](https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Publications/SES18/Publication_Singapore_Energy_Statistics_2018.pdf)]

<sup>4</sup> We use the emission factors 74,100 kg/TJ, for calculation of CO<sub>2</sub>

[Source:[http://ghgprotocol.org/sites/default/files/ghgp/Emission\\_Factors\\_from\\_Cross\\_Sector\\_Tools\\_April\\_2014.xlsx](http://ghgprotocol.org/sites/default/files/ghgp/Emission_Factors_from_Cross_Sector_Tools_April_2014.xlsx)]

## Our People

Employees are one of our most vital assets. 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 that we operate in. 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.

Our Employee Profile <sup>5</sup>			
	Male	Female	Total
<b>Permanent</b>	200	119	319
<b>Temporary</b>	3	9	12
<b>Total</b>	203	128	331

<sup>5</sup> We do not have any part time employees. We also do not have any employees to whom collective bargaining agreements apply.

## 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. These issues are further aggravated when an organization goes through a structural transformation such as a merger. Often employees feel demotivated or insecure and lack clarity in terms of roles and responsibilities. Hence, addressing this issue becomes more critical during such times.

Employee New Hire & Turnover by Age				
Age	New Hire <sup>6</sup>		Turnover <sup>7</sup>	
	Number	Rate (%)	Number	Rate (%)
<b>Less than 30</b>	46	59	30	41
<b>Between 30 and 50</b>	98	45	55	29
<b>Over 50</b>	5	14	21	47
<b>Total</b>	149		106	

Employee New Hire & Turnover by Gender				
Age	New Hire <sup>6</sup>		Turnover <sup>7</sup>	
	Number	Rate (%)	Number	Rate (%)
<b>Male</b>	92	45	70	36
<b>Female</b>	57	45	36	31
<b>Total</b>	149		106	

<sup>6</sup> New Hire Rate = Number of new hires/employees at end of FY2019.

<sup>7</sup> Turnover Rate = Number of employees that have resigned or been asked to leave/(employees at start of FY2019 + employees at end of FY2019)/2).

### Management Approach

As we go through this transition, we are ramping up engagement with our employees to understand and address their challenges. We are in the process of harmonizing and streamlining policies and practices along with roles and responsibilities across business segments. We are also in the process of refreshing our employee code of conduct, KPIs and appraisal process. Overall, we continue to practice fair employment, provide employment benefits, reward their performance and build a diverse culture in our efforts towards this material factor.

### 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 benefits are an important priority. We provide insurance for all our employees and we have also increased the number of days of annual leave since the merger. Furthermore, we have been implementing free lunch and fruit days. 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 MRT station to their workplace as we understand most of our employees are reliant on public transport and do not have their own vehicle.

### Diversity

We encourage diversity in respect of race, age, skills, experience and gender. Therefore, part of the post-merger efforts are on rearranging job roles as we take into account every employees' strength and foreseeable contribution to the newly merged organization.

### Target

- Extending our existing internship programmes to more polytechnic colleges and universities to attract talent.
- Completion of the employee code of conduct.

## 2 / Employee Training & Development

### Why is it Material?

We offer training to assist employees in achieving a higher level of competency and safety standards, in order to further enhance the quality of our services and products. Such training also aims 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 employees' job skills and knowledge.
- Improving operational efficiency and productivity.
- Developing and maximizing the potential of employees, to the mutual benefit of AMOS and their career development.

### Management Approach

We send our employees for the following mandatory courses during the year:

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

**Average Training Hours per Employee**  
For the year / By gender

	Total (Hrs)	Average Training (Hrs)
<b>Male</b>	203	2.64
<b>Female</b>	128	1.28
<b>Total</b>	331	2.11

### Target

The trainings currently in place are mainly serving operational objectives. We strive to further extend our employees' capabilities through more diverse training in the coming year such as:

- Conducting leadership training for management.
- Incorporating training needs into employees' appraisal form with the purpose of developing employee specific training plan

## 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 and hence it is imperative that we ensure our employees' well-being by having stringent safety policies in place.

### Management Approach

Operational health and safety is managed holistically by all departments whereby all department leads are responsible for the safety of employees under their charge. Furthermore, there is a Quality Health Social Safety Environment ("QHSSE") department that is responsible to administer and monitor operational health and safety performance throughout the organization.

AMOS is actively promoting work safety by continuously upgrading the skills of our employees in order to increase their knowledge and efficiency in operational safety supervision and management through compulsory safety courses. Fire safety drills are conducted twice yearly.

The QHSSE department also plays a role in communication of QHSSE alerts to the floor in ensuring employees are mindful of safety awareness at all times. There is a designated QHSSE personnel conducting weekly walk-arounds with department managers to review particular work activity or system to ensure safe operations on the floor. Monthly committee meetings are held to discuss workers' behaviour on safety aspects and reporting of any incidents or alert on safety housekeeping matters during the daily toolbox meeting.

A Risk Management Organization Chart has been introduced for the purpose of conducting risk assessments. At every operational activity, a BizSafe Level 2 Trained person, approved by the Team Leader of the Risk Management Organization Chart, is given the responsibility to conduct risk assessment of that activity.

The outcome of the risk assessments is briefed to the ground workforce. Generally, risk is assessed by a 5x5 matrix and control measures are determined by the hierarchy of controls. AMOS has 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.



## Performance

There were a total of 3 incidents of work-related injury whereby the nature of injury reported were of minor cuts, minor fracture, minor abrasions and bruises. There were no major injuries to the employees.

## Target

We place emphasis on ensuring our work environment is safe. We aim to further strengthen our risk management procedure to achieve zero workplace incidents.

We are currently in progress of transitioning to ISO 45001:2018 which should be attained by 2020.

ISO 45001:2018 is the new international voluntary standard for occupational health and safety management system which like OHSAS 18001, also aims at reducing unacceptable work risks and consistently enhancing the OHS performance.

	For Employees	For non-employees whose work and/or workplace is controlled by our organization
Number of Fatalities as a result of Work-Related Injury	Nil	Nil
Number of High-Consequence Work-Related Injury (excluding fatalities)	Nil	Nil
Number of Recordable Work-Related Injury	3	Nil
Number of Hours Worked	758,816	Nil
Rate of Fatalities as a result of work-related injuries (%)	Nil	Nil
Rate of High-Consequence Work Related Injury (%)	Nil	Nil
Rate of Recordable Work-Related Injury (%) <sup>8</sup>	0.79	Nil

<sup>8</sup> Recordable work-related injury rate = (Number of recordable work-related injury x 200,000) / Number of hours worked.

## 1 / Responsible Supply Chain Management

### Why is it Material?

Our supply chain includes a number of 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. The large part of our suppliers are based overseas.

We recognize that a significant impact on our sustainability performance comes from the suppliers that we engage. Furthermore, by ensuring that our suppliers provide high standards of product quality, health and safety, directly improves what we offer 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.

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 up 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.

We conduct suppliers' assessments periodically to ensure that they continue to deliver high quality products and services. Based on this practice, we constantly monitor our AVL in updating new awarded suppliers, removing inactive, blacklisted or non-performing or non-compliant suppliers.

### Performance

During the year, we have a total of 400 new suppliers in which all of them are screened using environmental criteria covered under ISO.

### Target

We are currently developing a supplier code of conduct to incorporate social consideration such as child labour policies. Therefore, in the coming year, assessment on new suppliers will also be subjected to social considerations. We are also planning to establish surveillance audit for selected critical vendors by QHSSE team in efforts to monitor and ensure a sustainable supply chain management in place.

## 2 / Product Quality and Reliability

### Why is it Material?

As the marine industry is getting more competitive, our customers rely on our brands for safe and quality products and services. We believe we are able to differentiate ourselves by providing our customers with products and services that exceed their expectations, hence leading to loyal and committed customer relationships that 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.

### 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 sound 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. 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.

The specific objectives of the policy are:

- To maintain a high standard of corporate governance.
- To provide a channel of communication to the employees of AMOS to report fraudulent practices and to guide employees on actions to address their concerns on suspicious fraudulent activities.
- To provide a process in 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.

## EXTERNAL CERTIFICATIONS & MEMBERSHIPS



<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 (Full member)
	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
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102-4	Location of operations	6
102-5	Ownership and legal form	3
102-6	Markets served	6
102-7	Scale of the organization	Refer to Annual Report
102-8	Information on employees and other workers	13
102-9	Supply chain	16
102-10	Significant changes to the organization and its supply chain	No Significant Changes
102-11	Precautionary Principle or approach	8-9
102-12	External initiatives	18
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	<b>Strategy</b>	
102-14	Statement from senior decision-maker	3
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102-16	Values, principles, standards, and norms of behavior	3
	<b>Governance</b>	
102-18	Governance structure	8
	<b>Stakeholder Engagement</b>	
102-40	List of stakeholder groups	9
102-41	Collective bargaining agreements	Not Applicable
102-42	Identifying and selecting stakeholders	9
102-43	Approach to stakeholder engagement	9
102-44	Key topics and concerns raised	9
	<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	5,10
102-47	List of material topics	10
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 2018
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
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## GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Page No./URL
<b>Material Topics</b>		
<b>Energy Consumption</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	11 11-12 11-12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	12
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