golden energy and resources



2017 SUSTAINABILITY REPORT

CONTENT
PAGE

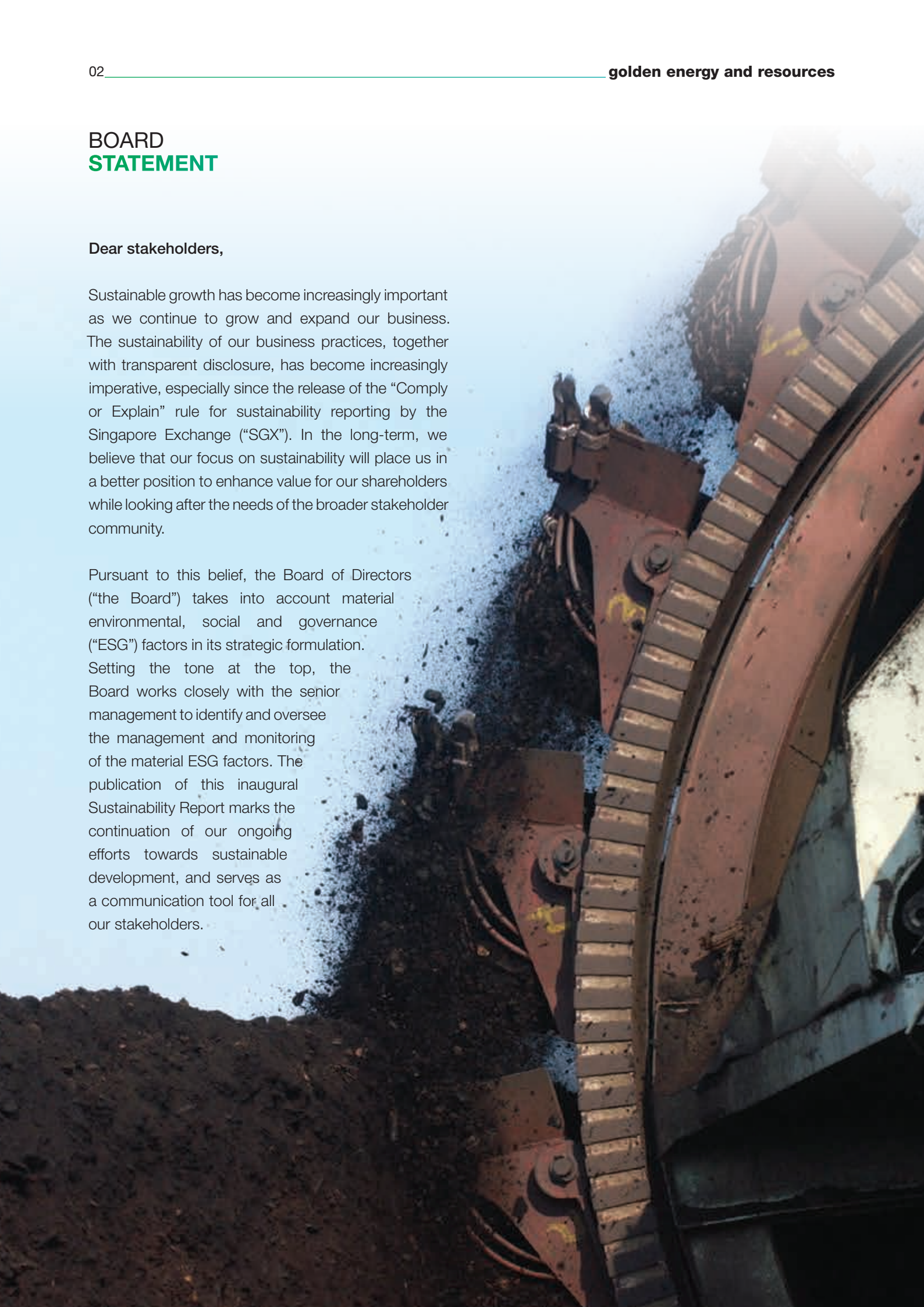
02	Board Statement
03	About Golden Energy and Resources
08	About this Report
09	Engaging our Stakeholders
13	Focusing on What Matters Most
14	Health and Safety Protection of our Stakeholders
15	Emergency Preparedness
18	Occupational Health and Safety
22	Nurturing the Environment
23	Land Management
25	Energy Consumption and Greenhouse Gas Emissions
29	Air Quality Management
33	Water Resource Management
39	Solid Waste Management
40	Empowering Local Communities
45	Our Human Capital
46	Profile of our Workforce
48	Looking after our Employees
50	Talent Development
53	Labor Relations Management
54	Governance and Ethics
56	Whistle-blowing
57	Global Reporting Initiative (“GRI”) Content Index

BOARD **STATEMENT**

Dear stakeholders,

Sustainable growth has become increasingly important as we continue to grow and expand our business. The sustainability of our business practices, together with transparent disclosure, has become increasingly imperative, especially since the release of the "Comply or Explain" rule for sustainability reporting by the Singapore Exchange ("SGX"). In the long-term, we believe that our focus on sustainability will place us in a better position to enhance value for our shareholders while looking after the needs of the broader stakeholder community.

Pursuant to this belief, the Board of Directors ("the Board") takes into account material environmental, social and governance ("ESG") factors in its strategic formulation. Setting the tone at the top, the Board works closely with the senior management to identify and oversee the management and monitoring of the material ESG factors. The publication of this inaugural Sustainability Report marks the continuation of our ongoing efforts towards sustainable development, and serves as a communication tool for all our stakeholders.



ABOUT
GOLDEN ENERGY AND RESOURCES

VISION

To be the leading mining company in Asia and to enhance value for all our stakeholders

MISSION

- Develop and nurture a leading corporate culture centered on human capital
- Amplify on excellence in operations and processes
- Continue sustainable growth trajectory through high safety standards, meaningful community development programmes, while maintaining and conserving our environment

Listed on SGX, Golden Energy and Resources Limited ("GEAR") is primarily engaged in the exploration, mining, processing and marketing of thermal coal. Our coal production activities are done through our subsidiary, PT Golden Energy Mines Tbk ("GEMS"). On 31 August 2018, the acquisition of PT Barasentosa Lestari ("BSL") was completed by GEMS. As a result of the successful acquisition of BSL, GEMS' coal mining concession areas increased from approximately 42,904 hectares to approximately 66,204 hectares in South Kalimantan, Central Kalimantan, Jambi (a province in Sumatra) and South Sumatra Basin, Indonesia. Collectively, GEAR owns the rights to mine more than 2.7 billion tonnes of thermal coal resources* with coal reserves currently estimated at more than 1.02 billion tonnes as at 31 December 2017. For more information on GEAR, please visit our website at www.gear.com.sg.

Figure 1: Operational locations of GEAR's mining business



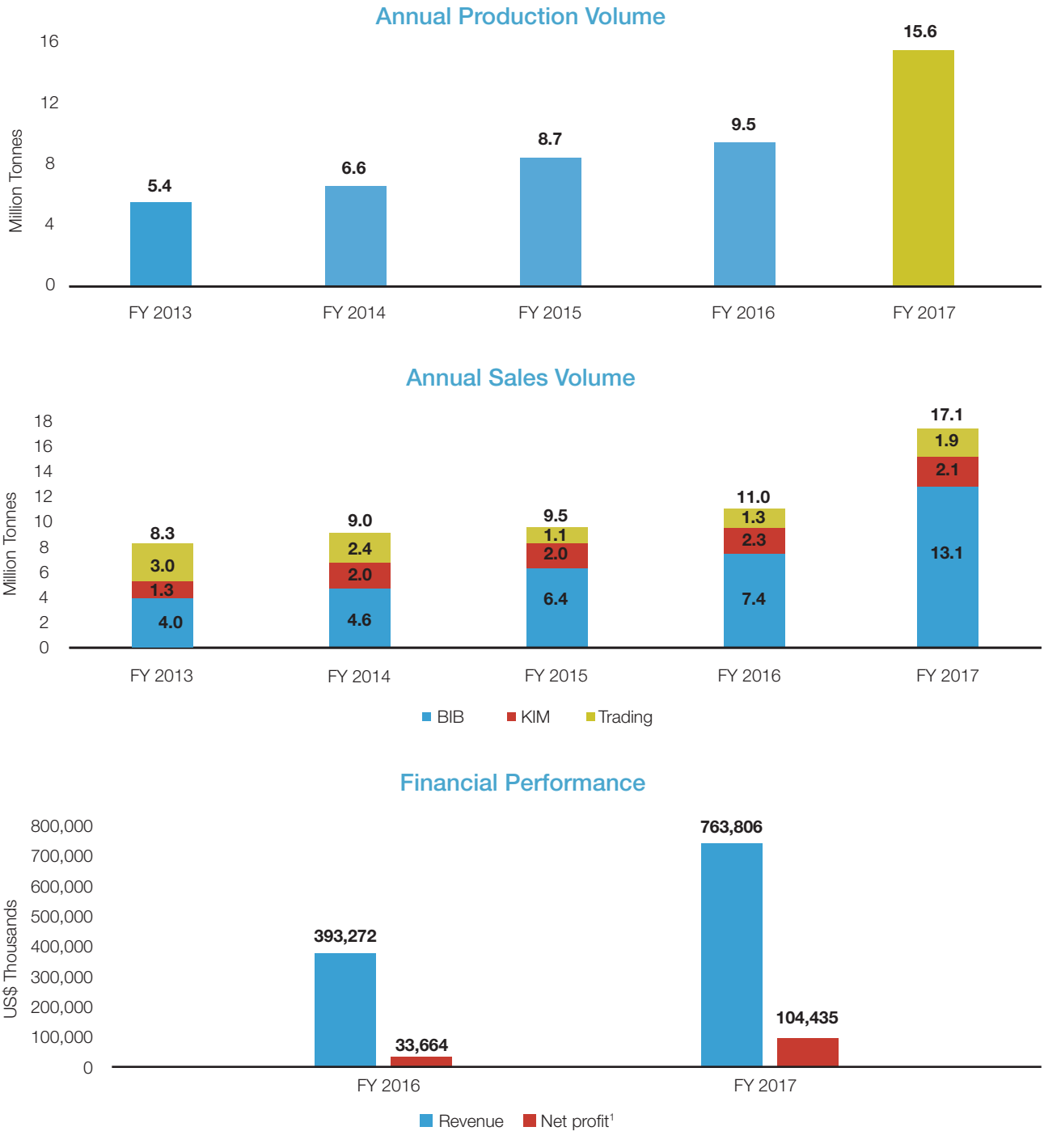
*Coal resources are inclusive of coal reserves

ABOUT
GOLDEN ENERGY AND RESOURCES

ECONOMIC PERFORMANCE

We present below a snapshot of GEAR's key performance statistics that underscore our economic resilience and sustainability, even during the coal market downturn from 2011 to 2016.

Figure 2: GEAR's annual coal production volume, annual sales volume and financial performance



[1] The net profit presented in this chart is defined as the profit after income tax expense but before minority interest.

ABOUT
GOLDEN ENERGY AND RESOURCES

Figure 3: GEAR's revenue mix by business segment

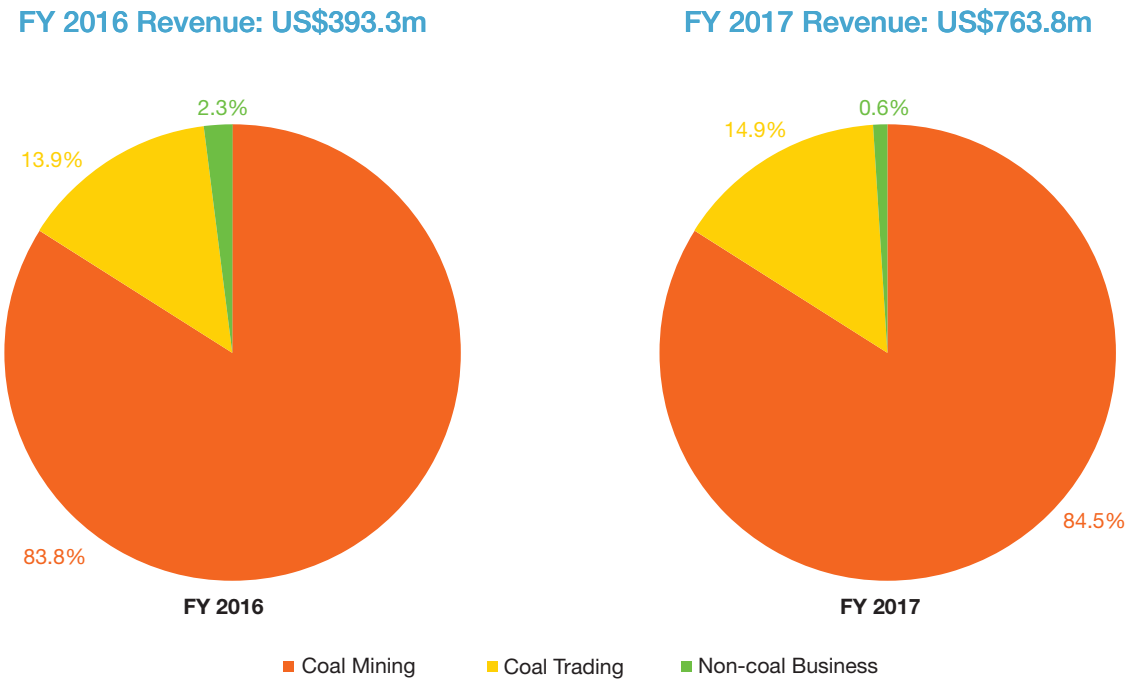
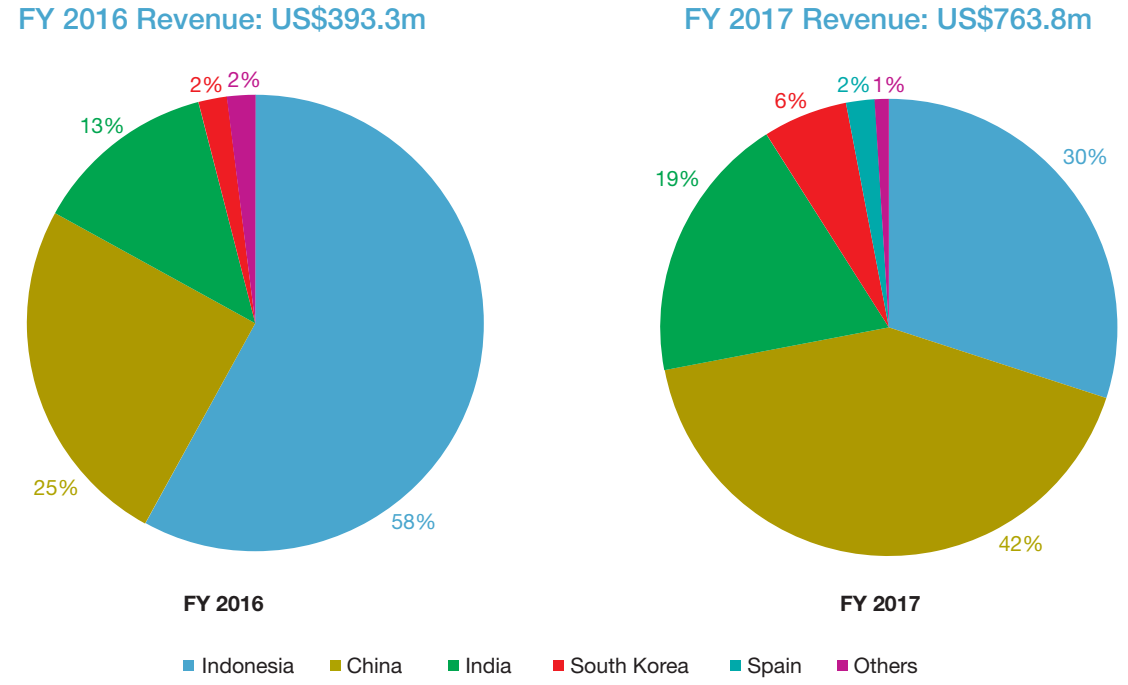
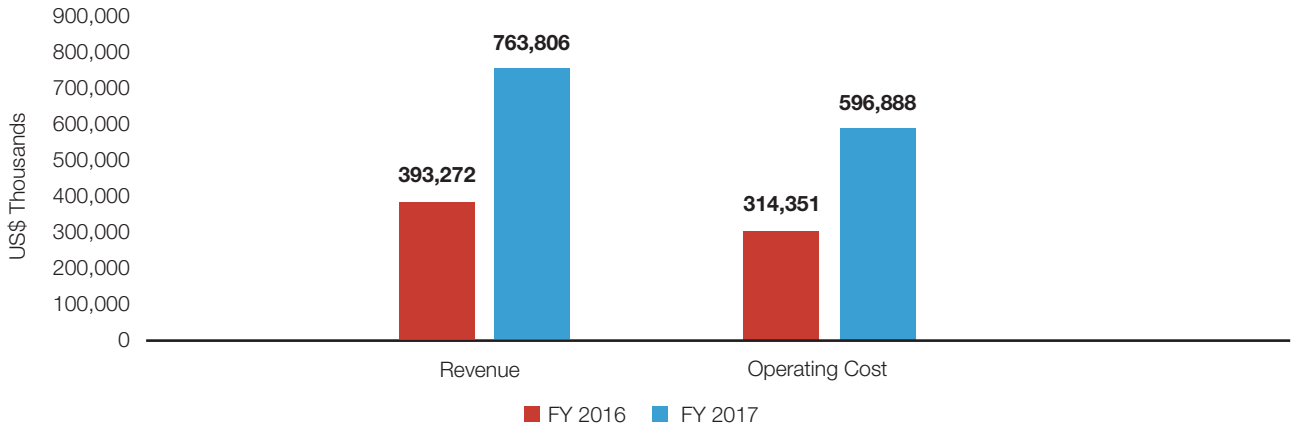


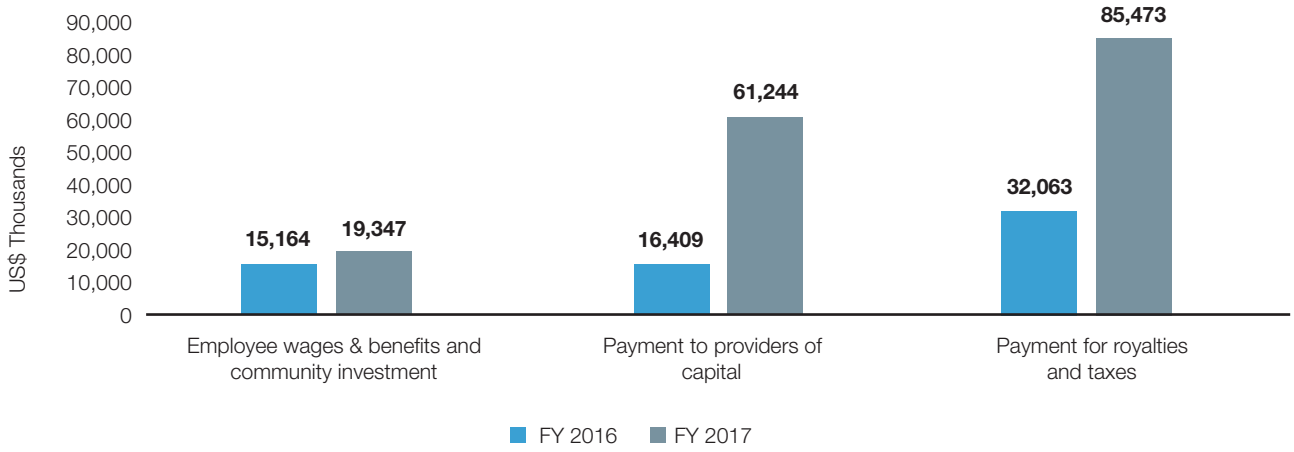
Figure 4: GEAR's revenue breakdown by geographic region



ABOUT
GOLDEN ENERGY AND RESOURCES

Figure 5: GEAR's economic value created and distributed





ESG PERFORMANCE

15.6 MT
of production volume in FY 2017
↑ from 9.5 MT in FY 2016

Over
RP 5.3 billion
worth of community investments in FY 2017

0 cases of:

- Fatality
- Strikes and lockouts in our operational areas
- Business disruptions due to emergency

112,900
trees replanted from 2014 - 2017

306 employees in FY 2017
↑ from 281 employees in FY 2016

SO_2 and CO emissions are
much lower
than regulatory limits

11 emergency simulations involving
149 employees and contractors

TSS, pH value and metal content of effluent below regulatory limits

ABOUT THIS REPORT

We are pleased to present our inaugural Sustainability Report for the financial year ended 31 December 2017 ("FY 2017"), with comparison to data from FY 2016, where applicable. This report details our policies, practices and performance with respect to Environmental, Social and Governance ("ESG") topics which are most material to our business and our stakeholders. Some policies and practices are group-wide while some are specific to our subsidiary, GEMS. The performance data disclosures in this inaugural Sustainability Report are mainly focused on the coal mining operations of our subsidiary, PT Borneo Indobara ("BIB") in which GEMS has 98.0951% interest. Within the Group, BIB bears the largest impact on our sustainability performance as its production volume in FY 2017 constitutes more than 85% of our Group's production volume in FY 2017. We plan to include other operations in future reports should they become significant. This report has been prepared with reference to the Global Reporting Initiative ("GRI") Standards and GRI Mining and Metals sector supplement. We have chosen GRI Standards for our reporting framework, due to its internationally-recognized, robust guidance and universal application, which enables comparability of our performance. We have not yet sought external assurance on the disclosures made but will consider doing it as our reporting matures over time. As we embark on our sustainability journey, we look forward to your continued support and appreciate any comments, feedback or queries. Please address them to Ms. Pauline Lee, Chief Financial Officer, at paulinelee@gear.com.sg.



ENGAGING
OUR STAKEHOLDERS

At the heart of our business is our vision to enhance value for all our stakeholders. At the same time, we believe in forging collaborative partnerships with our stakeholders to achieve sustainable development. For these reasons, we place great emphasis on effective stakeholder engagement, as summarized in the table below.

Table 1: GEAR's approach towards stakeholder engagement

Stakeholder group	Stakeholder's expectations	Stakeholder management/ Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
Shareholders	GEAR's financial health	Formulation of strategies to enhance GEAR's financial performance	• Regular updates and announcements on financial performance • Annual and Sustainability Reports • Meetings with shareholders • Communications through "Investor Relations" section on GEAR's company website	• At least once per quarter • Annual • At least once per year • As necessary
	Accountability of ESG performance	Implementation of sustainable business practices		
Employees and workers	Fair employment practices	Implementation of fair employment practices based on meritocracy	• Electronic updates through e-mail and intranet • Townhalls and meetings with the management • Training programmes, including intensive coaching to potential identified leaders • HSE campaign involving all employees to create safe work condition • Performance appraisal	• Periodic • Periodic • Periodic • Periodic • Periodic
	Training and development	Provision of in-house and external training opportunities		
	Occupational health and safety	Establishment of Health, Safety and Environment ("HSE") system, regular safety briefings, emergency drills, provision of personal protective equipment		

ENGAGING
OUR STAKEHOLDERS

Stakeholder group	Stakeholder's expectations	Stakeholder management/ Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
Customers	Product and service quality	• Implementation of quality control processes • Provide transparent information about our product to customers • Regular engagement with customers to understand their satisfaction level	• Meetings • Annual and Sustainability Reports • Tours to site	• Periodic • Annual • As necessary
	Sustainable business practices	• Implementation of sustainable business practices and transparent reporting		

ENGAGING
OUR STAKEHOLDERS

Stakeholder group	Stakeholder's expectations	Stakeholder management/ Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
Local communities	Socioeconomic development	• Local employment opportunities • Provision of trainings to enable the local community to earn their livelihood	• Dialogues with the local community • CSR programmes • Training programmes • Engagement with experts from Indonesia's top universities (Institut Pertanian Bogor and Universitas Indonesia) • Consultation with the local community for inputs to the EIA report • Local hiring • Engagement with third party specialists and the local government to take samples and monitor our environmental parameters	• Periodic • Periodic • Periodic • As necessary • As necessary • Every time • Every time
	Management of negative economic, environmental and social impact	• Implementation of CSR programmes • Management and monitoring of pre-agreed environmental parameters which are affected by our mining as stated in our Environmental Impact Assessment ("EIA") report • Engage experts to establish blueprint and evaluation criteria for long-term Corporate Social Responsibility ("CSR") programmes • Engaging local entrepreneurs and local enterprises to support our mining activities		

ENGAGING
OUR STAKEHOLDERS

Stakeholder group	Stakeholder's expectations	Stakeholder management/ Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
Regulatory authorities	Regulatory compliance	Keeping abreast of regulatory requirements and ensuring compliance to all	• Statutory reporting • Public consultation forums / events • On-site inspections	• Periodic • Periodic • As necessary
	Community empowerment	Implementation of CSR programmes		
Contractors and suppliers	• Fair procurement practices • Business opportunities	Administration of open and fair tender process	Tender process	As necessary
	Safe working environment	Implementation of occupational health and safety initiatives	Performance Review	Periodic
	Feedback on performance	Review of suppliers' performance		



Picture 1: GEAR's investors' luncheon

FOCUSING ON
WHAT MATTERS MOST

Establishing which ESG matters are material for GEAR is crucial, to enable us to focus on specific areas of stakeholders' interests, to grow the business and align future sustainability efforts. To achieve this, we conducted our first materiality assessment exercise in 2017 with guidance from external sustainability consultants. The process as detailed in Figure 6 takes into account GRI's Principles for Defining Report Content which focuses on the material matters determination process. The results are laid out in Figure 7.

Figure 6: GEAR's materiality assessment process

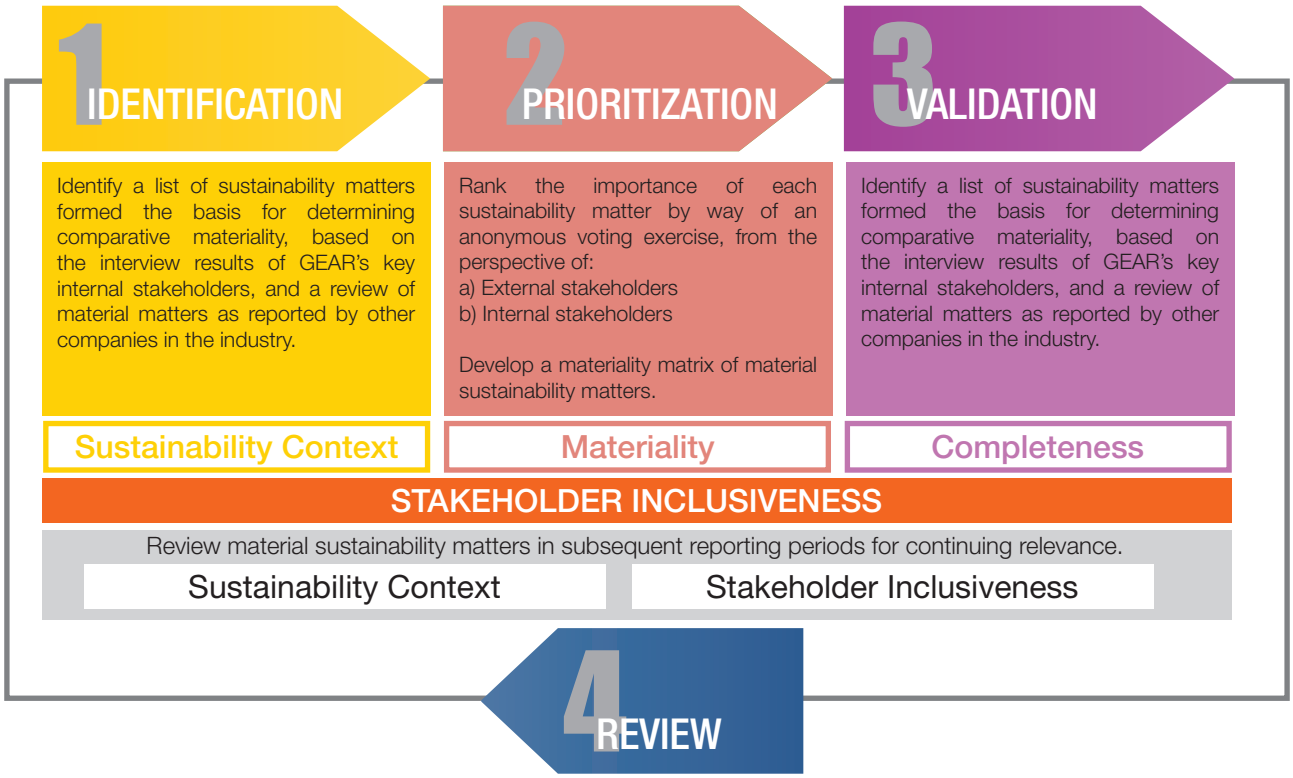
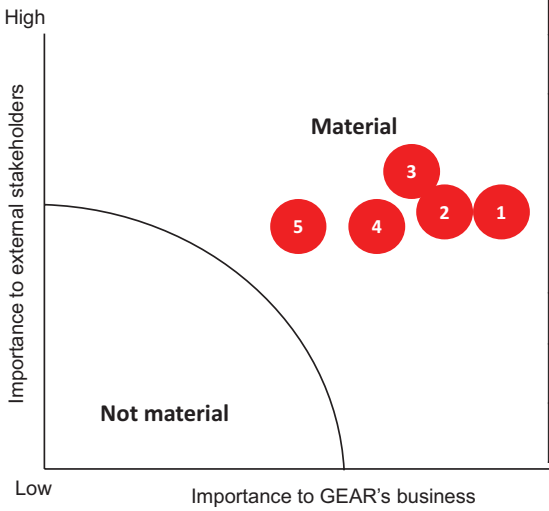


Figure 7: GEAR's materiality matrix



No.	Material matters	Sub-matters
1	Safety	Emergency preparedness
		Occupational health & safety
2	Environment	Air quality management
		Energy management
		GHG emissions
		Land management (pre- and post-mining)
		Solid waste management
		Water resource management
3	Community Management	Empowering local communities
4	Labor Relations	Employee welfare and benefits
		Labor relations management
5	Governance	Anti-corruption
		Anti-fraud



HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

EMERGENCY PREPAREDNESS

Emergency preparedness is at the cornerstone of our efforts towards protecting our stakeholders. We strive to anticipate and be sufficiently ready to handle all possible types of emergency should they occur. Guided by our Emergency Readiness and Response Policy, we take measures to prevent and contain emergency situations to minimize damage to our assets, environment and stakeholders.

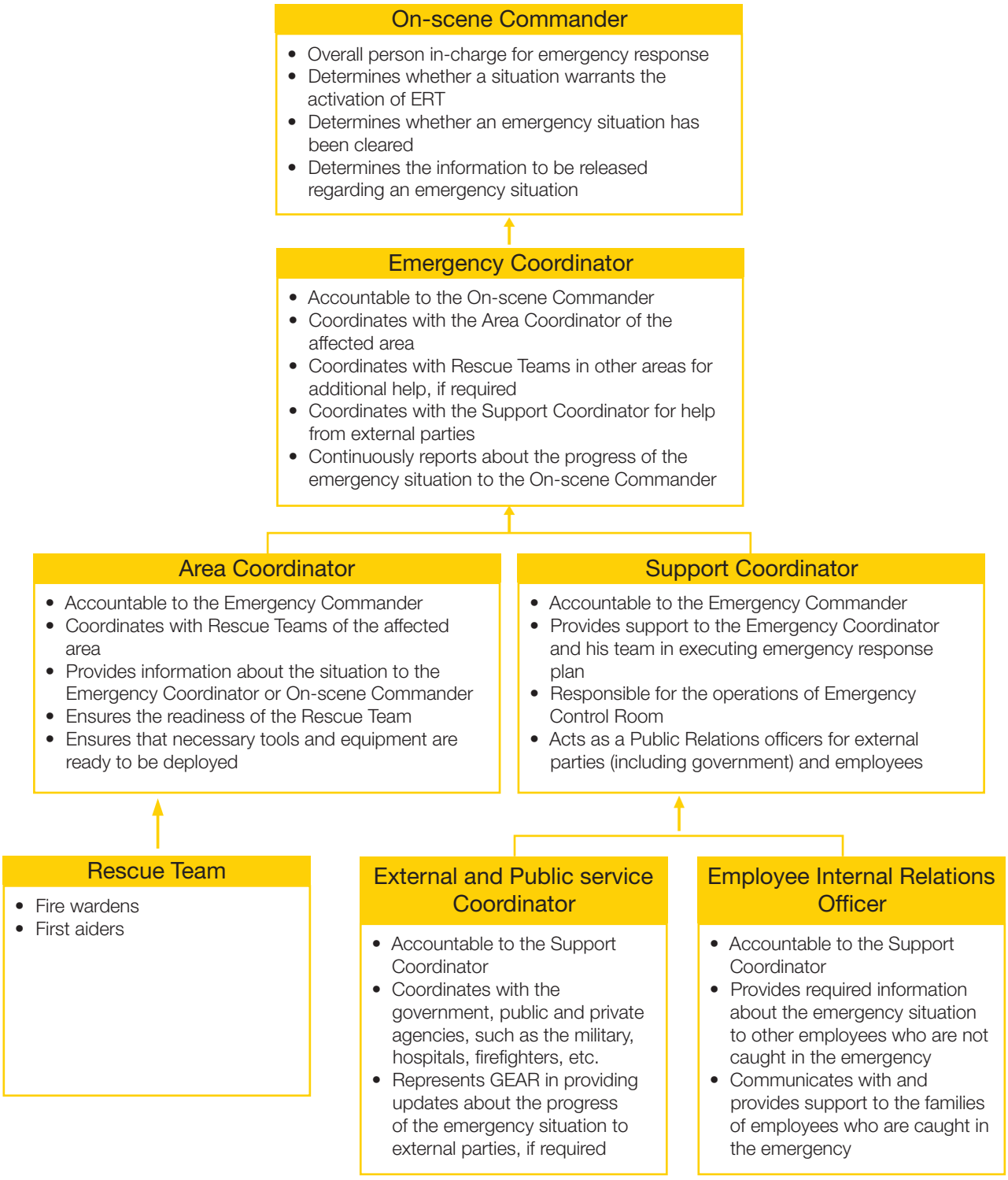
To ensure smooth implementation of mitigation actions in the event of an emergency, our Mining Head established an Emergency Response Team ("ERT") consisting representatives from all concession areas. All members of the ERT are equipped with a Deployment Card, which contains guidance on steps to be taken in the event of an emergency, administrative forms and an emergency checklist. The Deployment Card serves a dual purpose: to ensure that the ERT is coordinated and well-prepared to handle an emergency, and to ensure that other employees can replace ERT members who are not present at the site during the emergency.



HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

EMERGENCY PREPAREDNESS

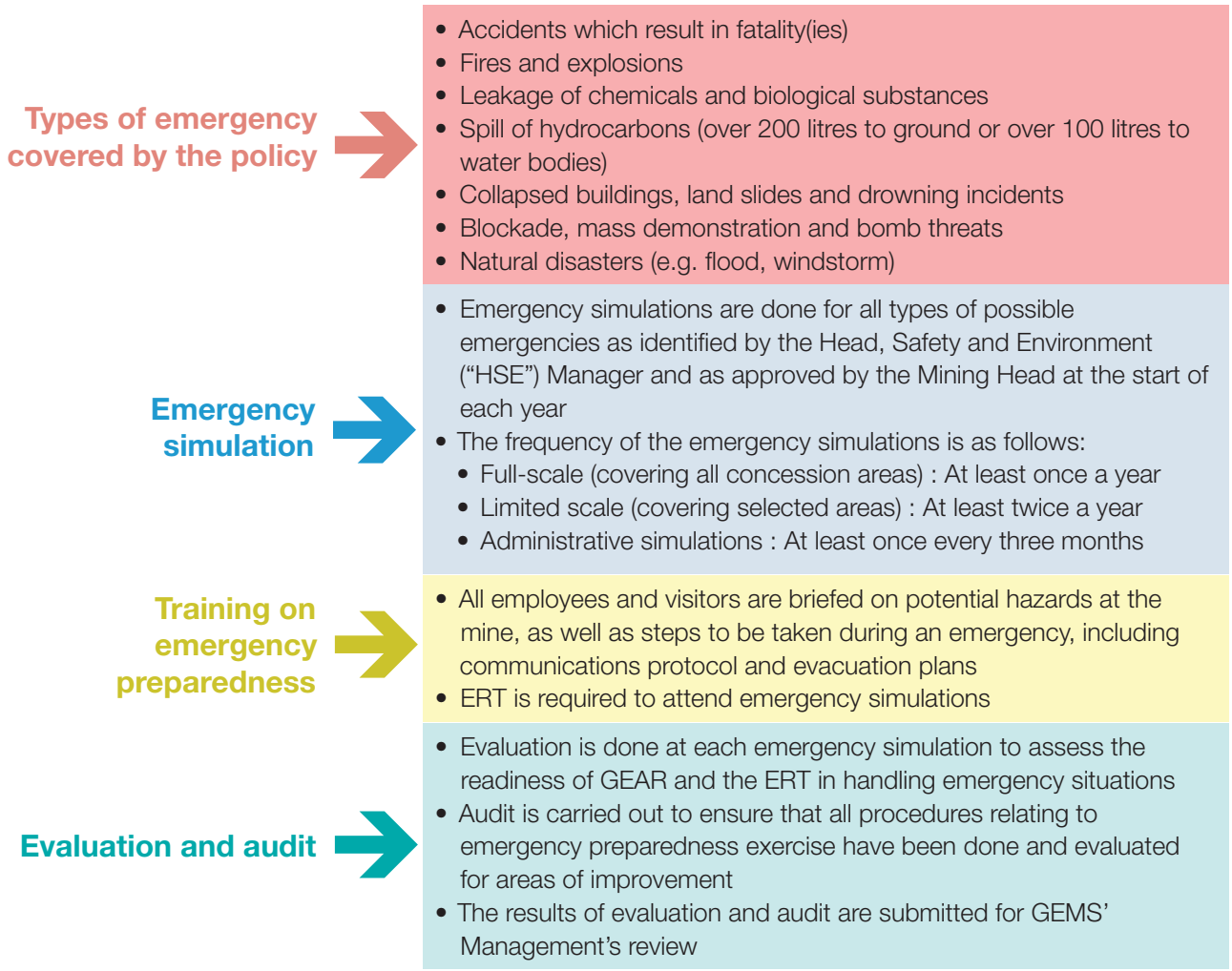
Figure 8: GEMS' ERT structure



HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

EMERGENCY PREPAREDNESS

Figure 9: Elements of GEMS' Emergency Readiness and Response Policy

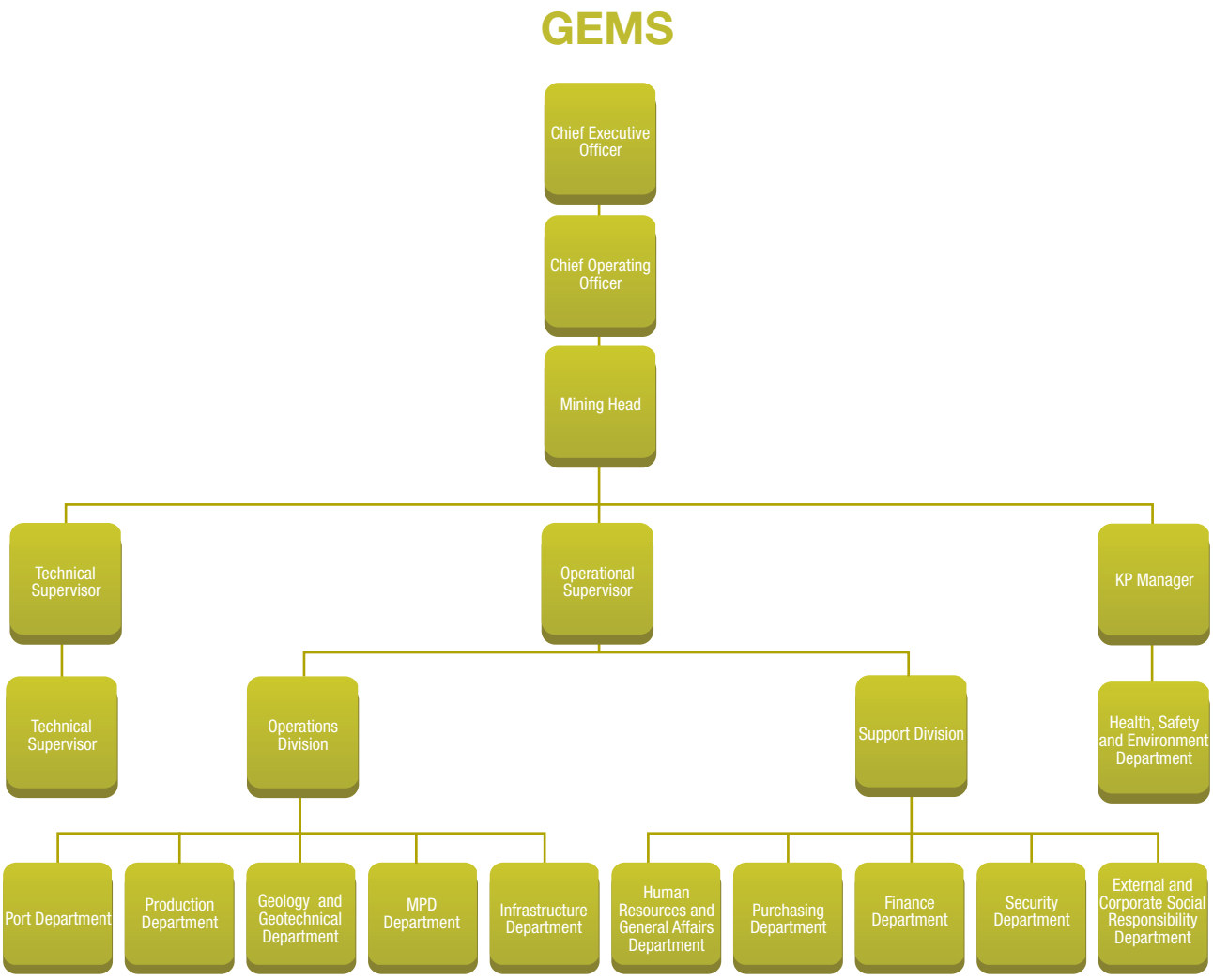


In FY 2017, we conducted 11 emergency simulations involving 149 employees and contractors. Some of the findings noted from our emergency simulations include the need to replenish first aid supplies, establish a dedicated radio channel for emergency, and increase staff awareness on standard operating procedures ("SOP") during emergency. For instance, some workers were not familiar with the muster points and the emergency alarm sound, as the sound of the alarm was similar to that of the conveyor belt's alarm. Owing to the continuous improvement of our emergency response plans, we did not face any business disruptions due to emergency in FY 2017.

HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS
OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety ("OHS") is deeply ingrained in our corporate ethos, which is centered on human capital. Mining operations invariably pose health and safety risks to our employees and workers, but we leverage on the highest safety standards to drive operational excellence and achieve sustainable growth. Overall OHS management is administered by our HSE Department, whose structure is shown in Figure 10. Our approach towards managing occupational health and safety includes a suite of policies (Figure 11) which is reviewed periodically to ensure continued relevance and compliance with the most updated regulatory requirements.

Figure 10: GEMS' OHS committee



HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

OCCUPATIONAL HEALTH AND SAFETY

Figure 11: GEMS' suite of policies for occupational health and safety

GEMS' Policies	Summary
General Mining Safety and Environmental Protection Policy	▶ We recognize that mining is a high-risk activity that needs to be carefully managed to prevent dangers, accidents, occupational diseases and negative impact to the environment. ▶ We develop work programmes which are based on continuous improvement and covering all our operational activities, taking into account HSE considerations. ▶ All work programmes are documented and evaluated periodically. ▶ We are committed to engaging all workers within our concession, including contractors and subcontractors, in implementing HSE initiatives and complying with regulation standards. ▶ We strive to manage our contractors effectively and procure requisite goods and services to uphold mining safety.
HIV / AIDS Policy	▶ This policy is developed pursuant to the Indonesia's Ministerial Decree no. 68 (year 2008) about Prevention and Mitigation of HIV/AIDS at Workplace. ▶ The objectives of this policy are to prevent the spread of HIV/AIDS among workers and their families, and to safeguard the workers' rights. ▶ We are committed towards: • Raising awareness about HIV/AIDS among all workers; • Exercising non-discriminatory practices towards workers who are infected with HIV/AIDS; • Offering free choice for workers to undergo HIV/AIDS screening without any compulsion and maintaining confidentiality of test results; • Offering health services for infected workers; and • Safeguarding the health and safety of all other workers.
Use of Drugs and Alcohol Policy	▶ Zero tolerance towards drugs and alcohol in our work facilities. ▶ We are committed towards: • Complying with the Indonesian government's laws regarding the use of drugs and alcohol; and • Achieving a drug-free and alcohol-free work environment. ▶ To achieve this, we take the following measures: • Conduct random and periodic checks on workers, contractors and business partners who are within our work facilities; • Grant rest to workers who are suspected to be under the influence of drugs and alcohol; and • Terminate employment contract with workers who are found to distribute and consume drugs and alcohol at our work facilities.

HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

OCCUPATIONAL HEALTH AND SAFETY

We believe in a collaborative approach based on a sense of ownership in cultivating OHS culture among all our employees and workers. To that end, we conduct compulsory safety trainings and daily safety toolbox meetings for all employees and workers at the mining site. In FY 2017, 230 employees took part in 36 safety training sessions. To raise awareness in all levels of our organization, we organized National OHS Month with various programmes to raise awareness about OHS to employees and contractors in FY 2017.

Part of the participation from employees and workers to identify and mitigate OHS exposures is incident reporting. All our employees and workers are encouraged to report safety incidents, including near-misses, using a standard incident reporting form. All incident reports are investigated using a Root Cause Analysis ("RCA") to identify the root cause of each incident and implementation of corrective actions to prevent reoccurrence. To maintain the quality of investigation, at least one member of the investigation team has gone through RCA training. The HSE Department categorizes all incidents based on the type (health, safety or environment) and degree of severity (light, heavy or fatal). All reported incidents are subsequently recorded at our centralized HSE portal for data analytics and audit trail.

As part of our approach towards monitoring and managing our safety performance, we set an internal target ("threshold") for our safety statistics. The threshold for work-related fatality is set at zero at all times, and we have consistently achieved this in FY 2016 and FY 2017. In addition, we set thresholds for lost time injury frequency rate[2] ("LTIFR") and lost time injury severity rate[3] ("LTISR") based on best practice in the industry, as reflected in the audit scoring scheme from the Ministry of Energy and Mineral Resources. Our LTIFR and LTISR statistics are shown in Figures 12 to 13.

Figure 12: BIB's year-to-date Lost Time Injury Frequency Rate[2] in FY 2016 and FY 2017

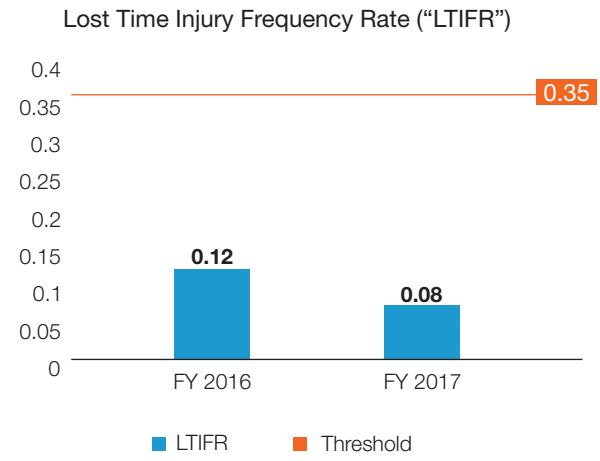
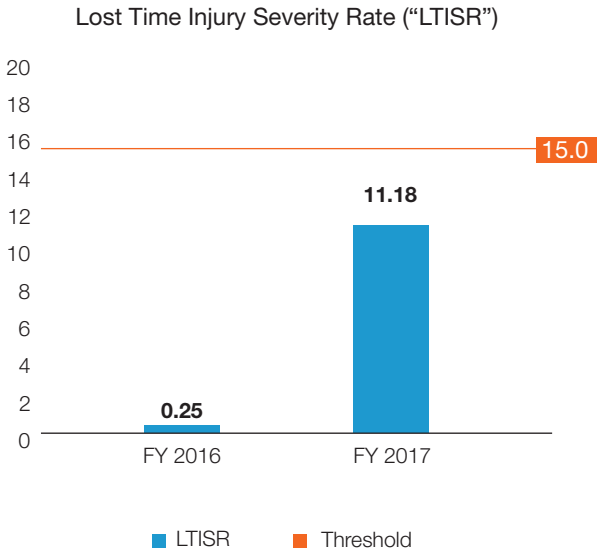


Figure 13: BIB's year-to-date Lost Time Injury Severity Rate in FY 2016 and FY 2017



[2]*Lost Time Injury Frequency Rate refers to the number of lost time injuries occurred per one million hours worked.*

[3]*Lost Time Injury Severity Rate refers to the number of lost days incurred per one million hours worked.*

HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

OCCUPATIONAL HEALTH AND SAFETY

There was no work-related injuries in Singapore office for both years. On the other hand, we regret that there was an increase in LTISR in FY 2017 at BIB operation due to one incident. This one-off accident translated into more lost days than that in FY 2016. Nevertheless, our LTIFR and LTISR were maintained below the thresholds in both years.

To maintain the rigor and effectiveness of our safety management system, we conduct annual audit for it in accordance with Regulation no. 38 year 2014 about Mining Safety Management System by Ministry of Energy and Mineral Resources (Mineral and Coal division) of Indonesia and OHSAS 18001. In FY 2017, the audit covered our operations and 17 contractors. The lowest score across various criteria[4] was 64% and highest was 96%. Through the last cycle of audit, we identified some areas of improvement, such as data management, reporting consistency and quality of investigation. To improve our performance in FY 2018, we plan to organize safety investigation trainings for our frontline supervisors, and to standardize safety reporting templates for our contractors.

CASE STUDY: HSE PORTAL

In the past, incident reports were stored manually and in different forms without a centralized database. With data being stored in various formats, there was a lack of data consistency and therefore it was difficult to perform quick and reliable data analytics. In addition, there were occurrences of human error in data inputs, resulting in inaccurate employee assignment. To resolve this, we developed a web-based HSE portal that provides standardized forms for input of HSE data in FY 2017. Ever since this project went live, we experienced reduced processing time and improved data reliability.

CASE STUDY: SITE VISITS FOR TRUCK DRIVERS AND HEAVY EQUIPMENT OPERATORS OF OUR CONTRACTORS

In FY 2017, the families of truck drivers and heavy equipment operators who are working for BIB's contractors were invited to the BIB concession site. Through these site visits, we aim to raise awareness about the high risk exposures faced by those truck drivers and heavy equipment operators. We strive to build relations with their families and encourage better rest management at home. We plan to use the data collected regarding the number of accidents due to fatigue of truck drivers and equipment operators in FY 2017 to set a baseline and to measure the success of this project in FY 2018 and beyond.



Picture 2: Site visit

[4]Based on the regulation, the criteria of the safety management audit shall include: policy; plans; organization and personnel; implementation; evaluation and follow-up actions; documentation; and management review.



NURTURING THE ENVIRONMENT

NURTURING THE ENVIRONMENT

LAND MANAGEMENT

Even as we hold the License to Borrow and Use of Forest Areas (Izin Pinjam Pakai Kawasan Hutan or "IPPKH") in our concession area, we recognize our role in restoring the function of the natural environment through reclamation and rehabilitation. Having mined the resources, we are committed to returning the mined land to its original state and/or its intended purpose. We make it a practice to develop a mine closure plan which includes a reclamation plan for all our concession areas even before we commence our mining activities. This reclamation plan is approved by the Ministry of Energy and Mineral Resources (Mineral and Coal division), and serves as a guide for our rehabilitation efforts.

Based on the reclamation plan, the Ministry of Energy and Mineral Resources (Mineral and Coal division) conducts independent audit on the reclamation progress at our concession, on an annual basis. In FY 2017, we obtained a score of 60% and above[5] during the audit, without any findings of non-compliance.

Figure 14: Elements of GEMS' land reclamation policy

- Mined land shall be returned to its original state and/or its intended purpose.
- The size of reclaimed area shall be equal to the size of mined area.
- Top soil shall be stored appropriately for post-mining revegetation purposes.
- Reclamation process shall be monitored and managed to happen as planned.
- Disruptions to drainage patterns due to mining activities shall be rectified.
- Erosion shall be minimized during and after the reclamation process.
- Revegetation shall be done using the plant species as listed on the Environment Management Plan that is submitted to the Ministry of Energy and Mineral Resources (Mineral and Coal division).
- During reclamation, the road access to the reclaimed area shall be closed.

Due to the increase in production activities, there was over 68% increase in the size of land disturbed and not yet rehabilitated at the end of FY 2017 compared to that at the beginning of the year. However, these areas will be rehabilitated at the post-mining stage in compliance with our mine closure plans.

Based on BIB's Reclamation Plan for 2014 to 2018, which was submitted to the Ministry of Energy and Mineral Resources (Mineral and Coal Division), we target to reclaim 197.5 hectares of land area, and as at end FY 2017, and we have reclaimed 81% of the said land area.

[5]*The land reclamation audit was conducted based on three broad criteria – land management, erosion and sedimentation control, and revegetation.*

NURTURING THE ENVIRONMENT

LAND MANAGEMENT

As part of our rehabilitation efforts, we set apart 2.49 hectares of land for nursery. From 2014 to 2017, we have also replanted approximately 112,900 trees as part of our rehabilitation efforts. To equip our staff with knowledge on the latest rehabilitation practices, we also sent close to 40 staff and contractors to attend the Revegetation Technology Training organized by Bogor Agricultural University (Institut Pertanian Bogor or "IPB") in 2016. In 2017, we invited the Technical Head of the Ministry of Energy and Mineral Resources (Mineral and Coal division) of Indonesia to provide a training about local regulations and statutory reporting of land reclamation progress to all our employees and contractors. We rehabilitated an area of 46.7 hectares in our concession area in FY 2017.



NURTURING THE ENVIRONMENT

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

Our mining operations are energy-intensive, requiring large amount of energy to produce and transport coal. Besides affecting our financial bottom line, this generates substantial amount of greenhouse gas ("GHG") emissions into the atmosphere. On the other hand, both Singapore and Indonesia have pledged their commitments[6] to reduce GHG emissions as per the Paris Accord. As a group of companies which operates in both countries, we understand that we have a part to play in achieving these national targets by consuming energy efficiently.

In Indonesia where our main operational activities are carried out, the government encourages the use of B15-graded biodiesel by all mining companies in its effort to achieve its GHG emissions reduction target. While this is a recommendation instead of a regulation, we have taken gradual steps to follow it. In FY 2017, we had started to consume a mix of petrodiesel and B10-graded biodiesel to support our operations. Some of our contractors were still using B10-graded biodiesel which was sourced from smaller-scale suppliers. In order to meet our biodiesel consumption in FY 2018, we are currently engaging larger suppliers to supply higher-graded biodiesel to our contractors and community-owned enterprises. In addition, we are engaging our major equipment manufacturers to share their evaluation and confirm that biodiesel does not impact the equipment's performance and useful life.

In FY 2017, we consumed 2,929 terajoules (TJ)[7] of energy derived from petrodiesel, biodiesel and gasoline (used to operate our mining equipment, vehicles and on-site generator sets) and 384.3 MWh of electricity. This amounted to over two-fold, and a 35% year-on-year increase, respectively, attributed by the increase in our coal production. Similar trends were observed in our Scope 1, Scope 2 and biogenic emissions accordingly.

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[6]Singapore committed to reduce its GHG emissions intensity by 36% from 2005 levels by 2030, while Indonesia committed to reduce its GHG emissions by 29% from business-as-usual scenario by 2030.

[7]1 terajoules equivalents to 277,778 kWh.

NURTURING THE ENVIRONMENT

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

Figure 15: BIB's direct energy consumption from fuel

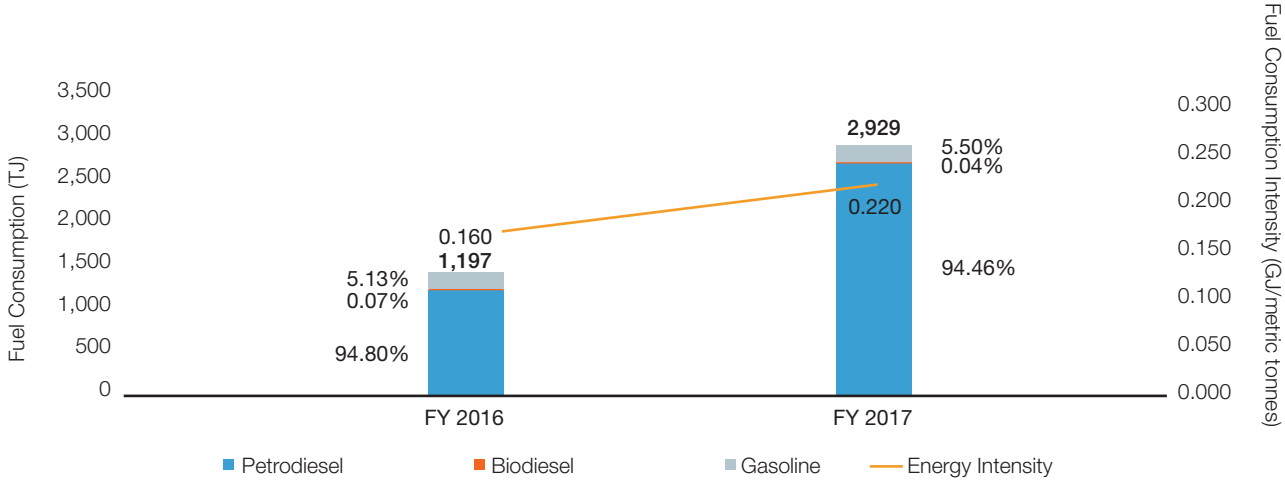
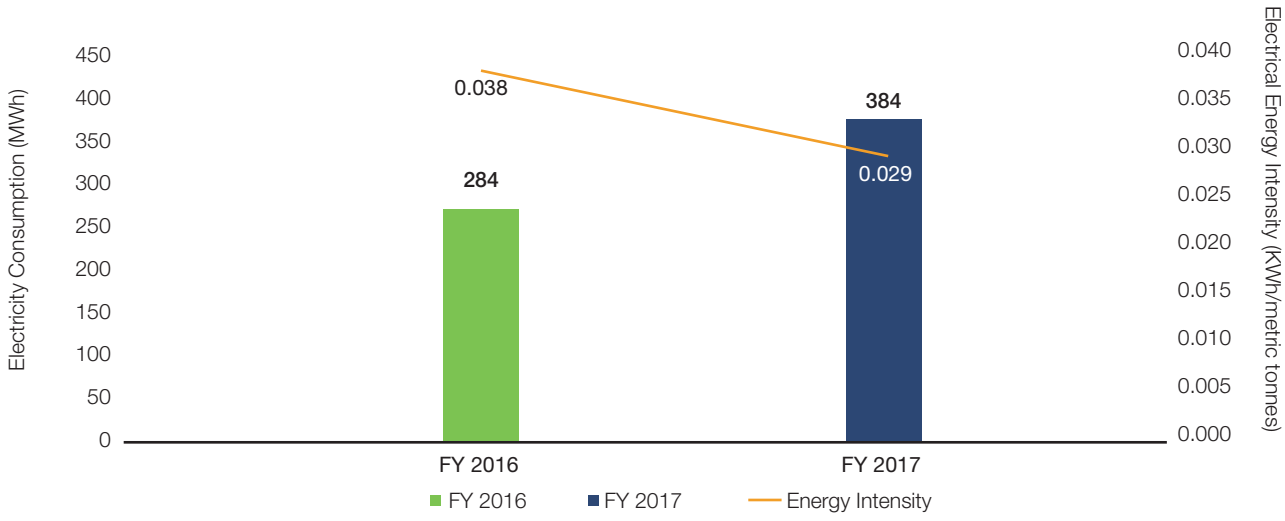


Figure 16: BIB's electrical energy consumption



NURTURING THE ENVIRONMENT

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

Figure 17: BIB's Scope 1 emissions (arising from direct energy)

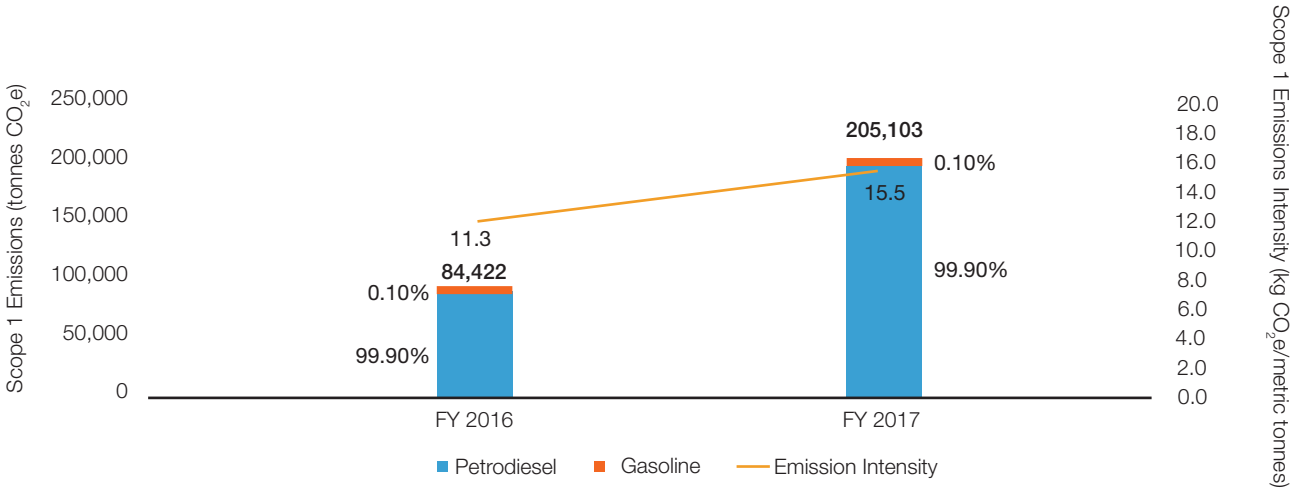
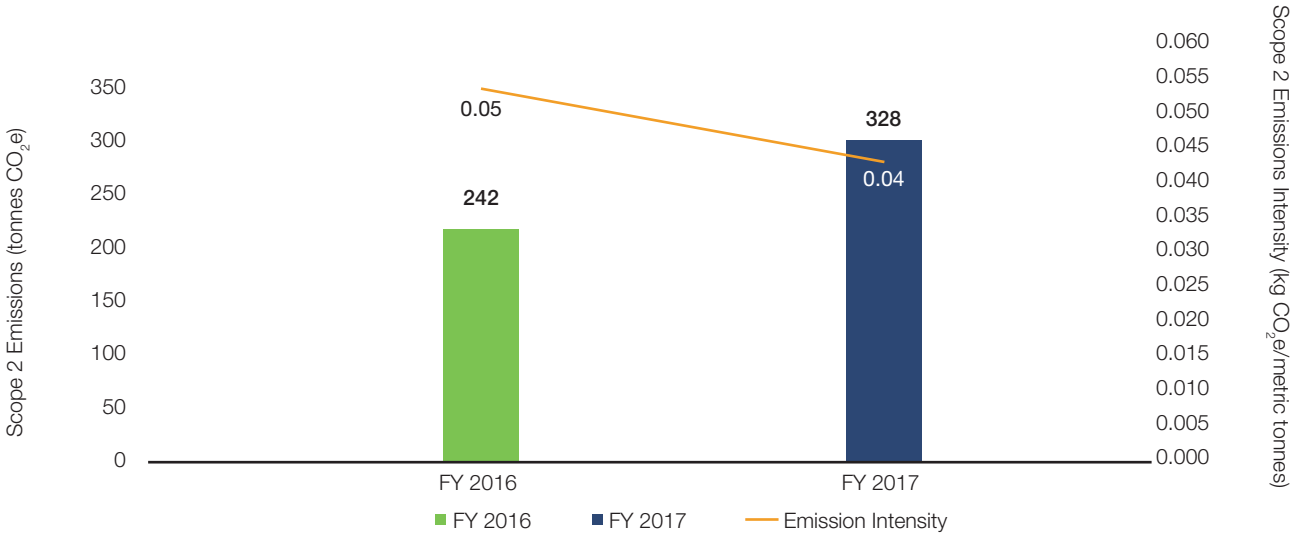


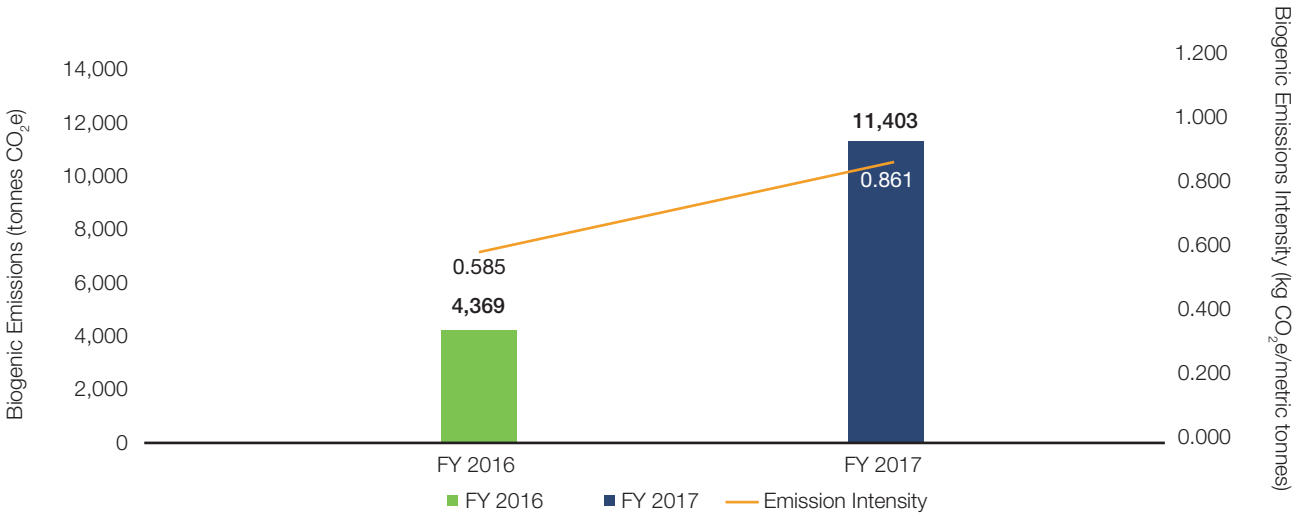
Figure 18: BIB's Scope 2 emissions (arising from grid electrical energy)



NURTURING THE ENVIRONMENT

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

Figure 19: BIB's biogenic emissions (arising from biomass from the biodiesel)

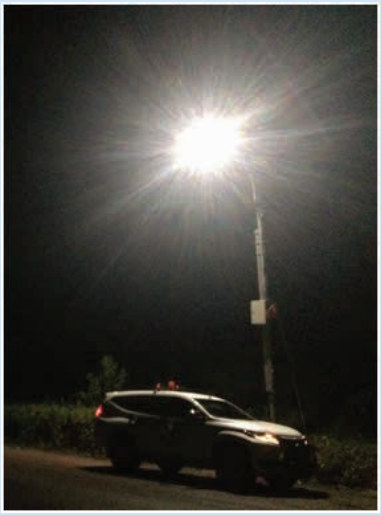


CASE STUDY: SOLAR CELL PROJECT AT BIB

Recognizing the fact that our operations are energy-intensive, we are taking progressive steps to harness renewable energy to reduce our reliance on fossil fuel. Besides the consumption of biodiesel, we have also leveraged on solar energy for one of our most crucial operational locations – the hauling roads. Since FY 2015, we have installed 12 solar cells with a combined production capacity of 2,200 Watt peak ("Wp"). In FY 2018, we plan to install at least six more solar cells with the production capacity of 1,800 Wp in our hauling roads.



Picture 3: Installation of solar cells



Picture 4: Solar cell in use at night

NURTURING THE ENVIRONMENT

AIR QUALITY MANAGEMENT

Coal mining activities invariably release a large amount of dust and pollutants (in the forms of nitrogen oxides and sulfur oxides). As our mine is located in close proximity to local villages, it is imperative that we implement air quality management programme to prevent undesirable health and safety impacts to our employees, contractors and the local community. To that end, we set targets which are in line with the upper limits set by the Indonesian government and put in place a monitoring process, where we engaged an accredited external laboratory to test the quality of ambient air from the generator sets in our site every quarter and on a half-yearly basis. Figures 20 to 25 summarize the test results for FY 2016 and FY 2017.

Figure 20: BIB's nitrogen dioxide ("NO_2") emissions (ambient air) in comparison to the upper limit set by the local government in FY 2016

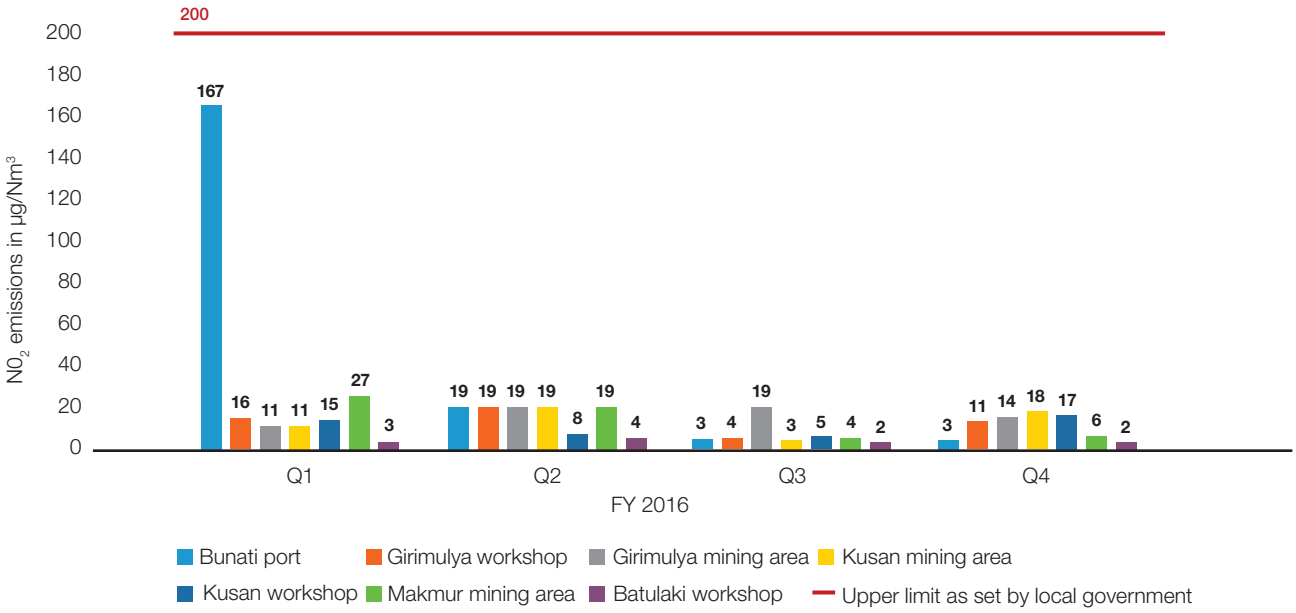
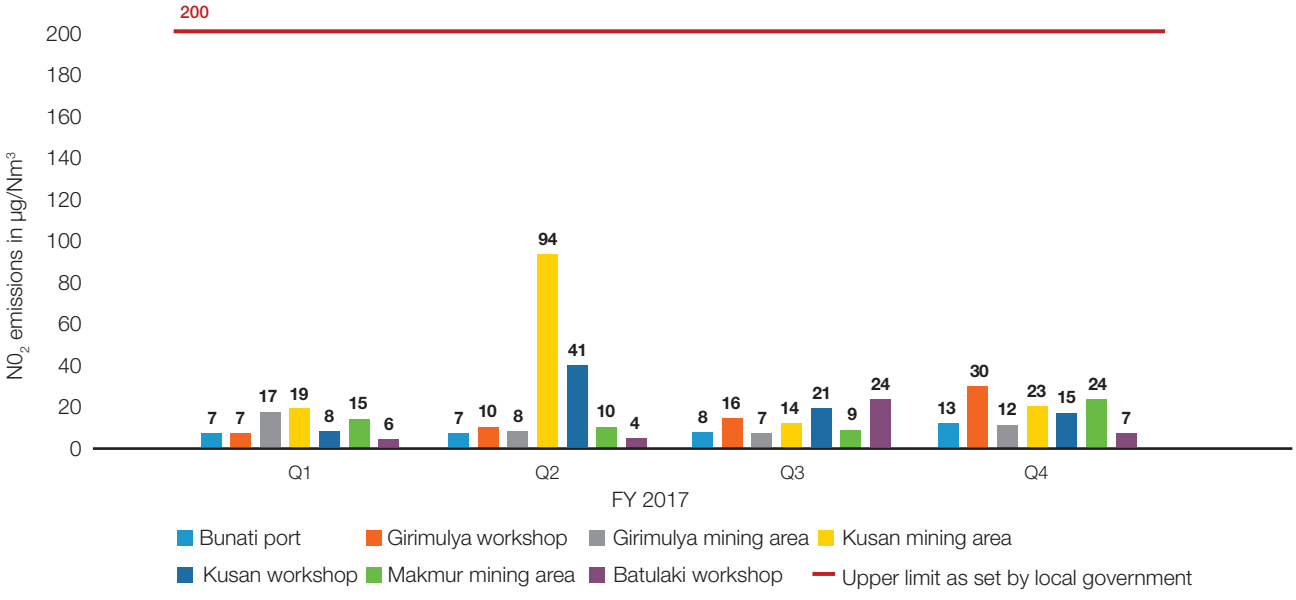


Figure 21: BIB's NO_2 emissions (ambient air) in comparison to the upper limit set by the local government in FY 2017



NURTURING THE ENVIRONMENT

AIR QUALITY MANAGEMENT

Figure 22: BIB's sulphur dioxide ("SO_2") emissions (ambient air) in comparison to the upper limit set by the local government in FY 2016

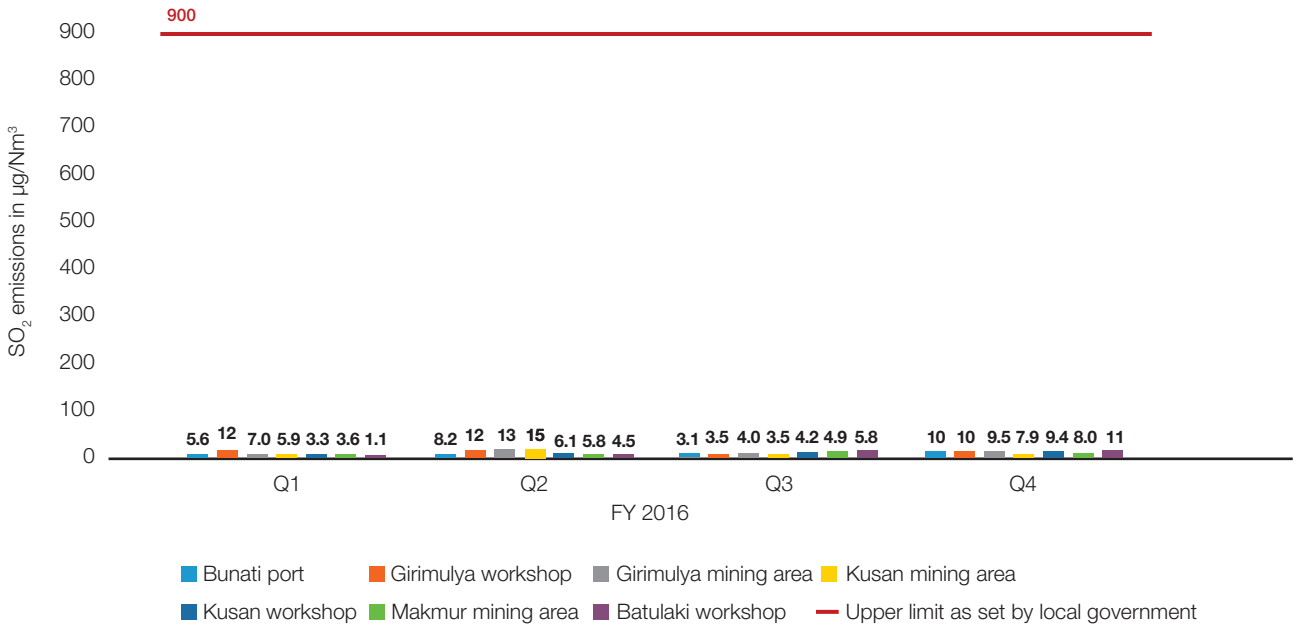
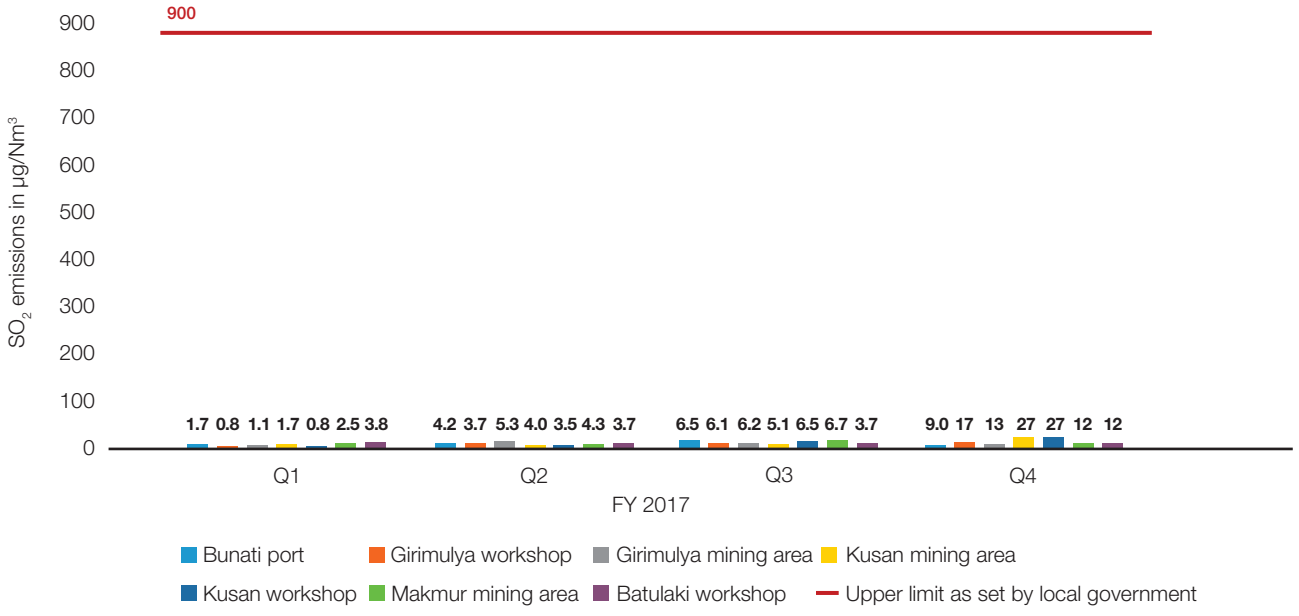


Figure 23: BIB's SO_2 emissions (ambient air) in comparison to the upper limit set by the local government in FY 2017



NURTURING THE ENVIRONMENT

AIR QUALITY MANAGEMENT

Figure 24: BIB's carbon monoxide ("CO") emissions (ambient air) in comparison to the upper limit set by the local government in FY 2016

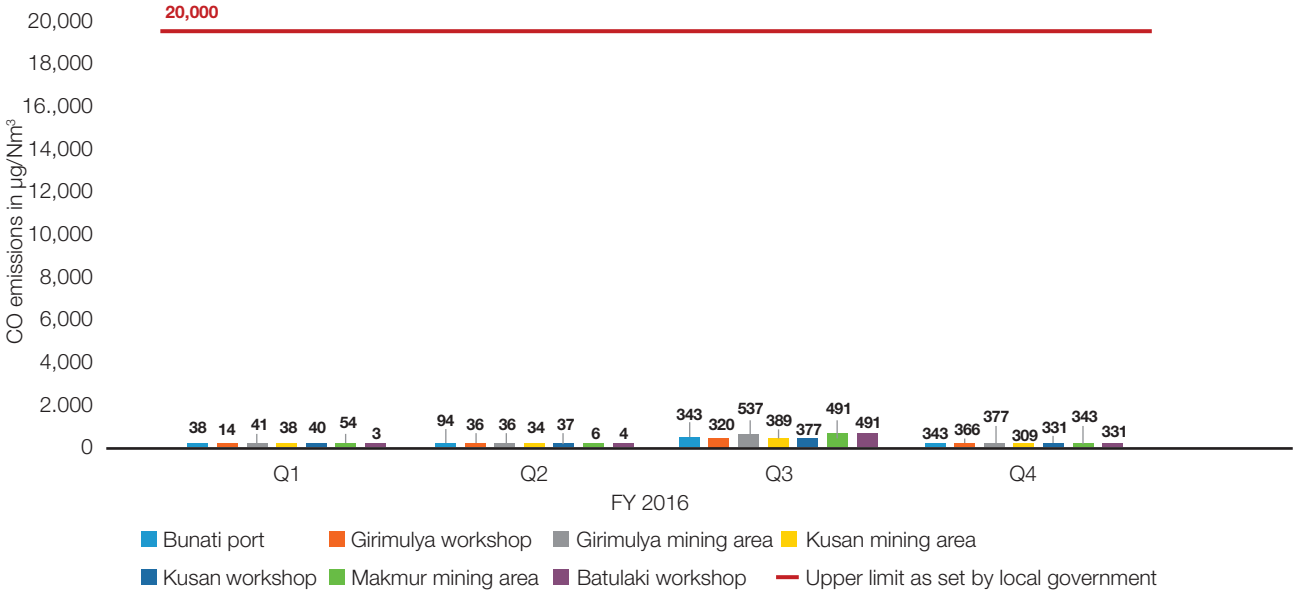
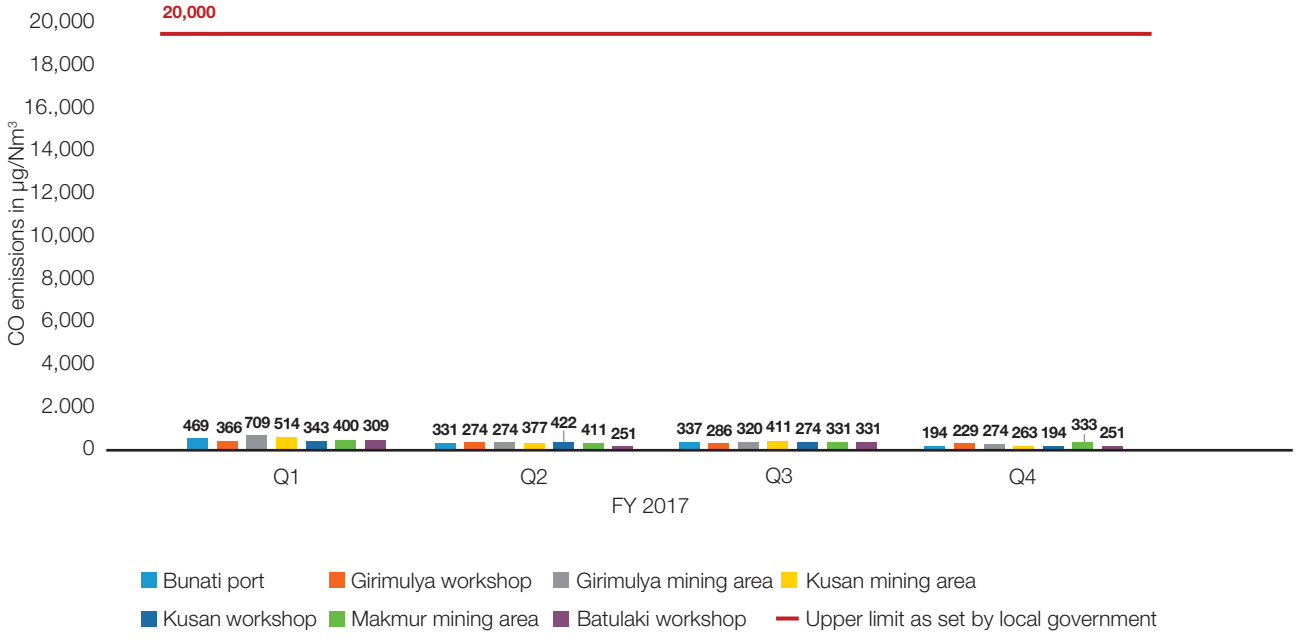


Figure 25: BIB's CO emissions (ambient air) in comparison to the upper limit set by the local government in FY 2017



NURTURING THE ENVIRONMENT

AIR QUALITY MANAGEMENT

Despite our best efforts to maintain our air quality throughout the year there was a spike in dust emissions (ambient air) in the first two quarters of FY 2016 in Kusan mining area, and in the first two quarters of FY 2017 in Kusan and Girimulya mining areas because there were a lot of heavy equipment movements at these locations during the sampling periods, due to higher production activities. However, the dust emissions (ambient air) stabilized in subsequent periods, and we continue to monitor the emissions to maintain compliance at all times.



NURTURING THE ENVIRONMENT

WATER RESOURCE MANAGEMENT

The local community surrounding our concession area is dependent on the nearby water bodies to serve their day-to-day needs. Hence, we hold a responsibility to ensure that the effluent that we discharge does not pollute the water bodies by complying with the applicable regulatory limits. Our approach to managing our effluent is encapsulated in Figure 26 below.

Figure 26: GEMS' approach towards effluent management

Effluent treatment and monitoring

- A sedimentation pond has to be constructed at each mining area prior to the commencement of mining activities, to control acid drainage and prevent erosion.
- GEMS' effluent is treated at the sedimentation ponds before it is discharged.
- The pH, turbidity, acidity and metal content of effluent is monitored daily by GEMS and monthly by an accredited laboratory.
- The test results are submitted to the local Governor once every quarter.
- In addition, on-site testing is conducted by the Ministry of Energy and Mineral Resources (Mineral and Coal division) annually.
- Whenever the water quality reaches its upper limits, the effluent is treated using pH adjuster, caustic soda and soda ash at the sedimentation ponds.
- During treatment activities, water pumping at the sedimentation ponds is stopped and the ponds' spillway is closed to prevent the release of water into the surroundings.
- Dredging is done periodically to remove collected sediment, which is transported to a dedicated disposal area.

Figure 27 to Figure 36 present the quality of effluents from our mining operations in FY 2016 and FY 2017. We ensured all required parameters (i.e. total suspended solids, mineral contents, average pH values) under the upper limit set by the local government for both years, and we target to maintain this good performance in the next year. The measurements are done on effluents which have undergone treatment (before being released to the nearby water bodies) and are done monthly by an external laboratory. In addition, we also monitor the water quality of rivers surrounding our site. However, the data about nearby rivers' water quality is not within the focus of this report, as there are a lot of factors affecting the data, including the presence of other mining companies nearby the rivers. We continued striving to improve the quality of effluents arising from our mining activities. For instance, we engaged professional consultants from Bandung Technological Institute (Institut Teknologi Bandung) to develop a more effective water treatment process at our concession area. In FY 2017, the consultants conducted site visits and took samples for preliminary analysis. The project is slated to complete in FY 2018.

NURTURING THE ENVIRONMENT

WATER RESOURCE MANAGEMENT

Figure 27: BIB's effluent's average total suspended solids ("TSS") in comparison to the upper limit set by the local government in FY 2016

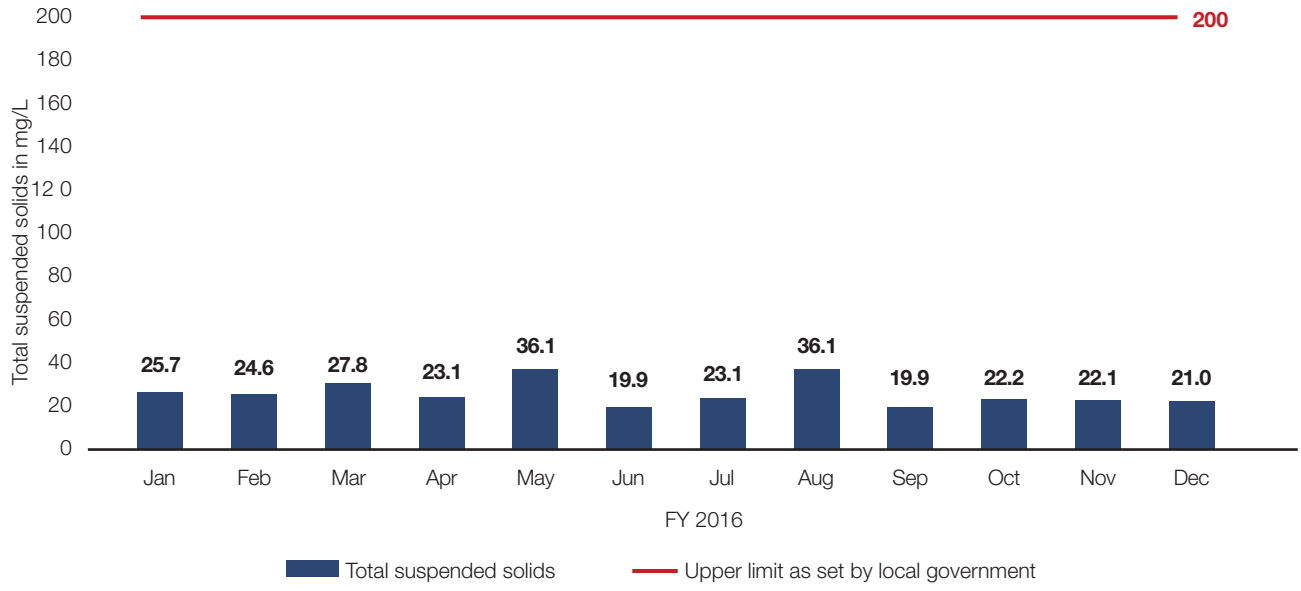
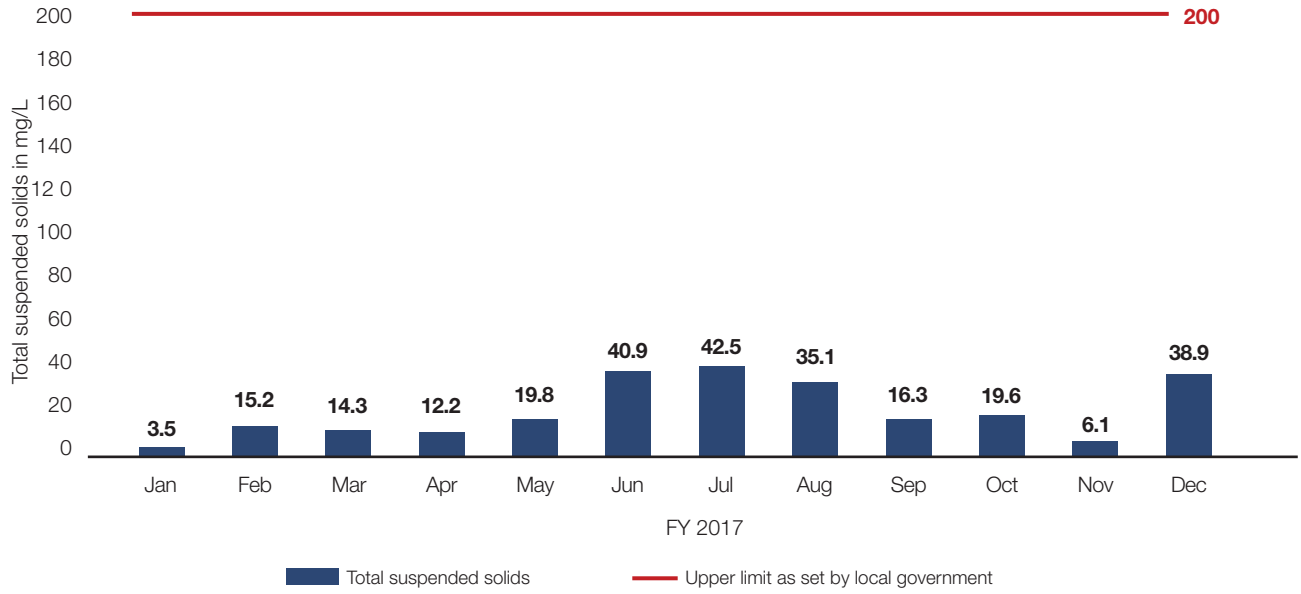


Figure 28: BIB's effluent's average total suspended solids ("TSS") in comparison to the upper limit set by the local government in FY 2017



NURTURING THE ENVIRONMENT

WATER RESOURCE MANAGEMENT

Figure 29: BIB's effluent's average pH value in comparison to the upper and lower limits set by the local government in FY 2016

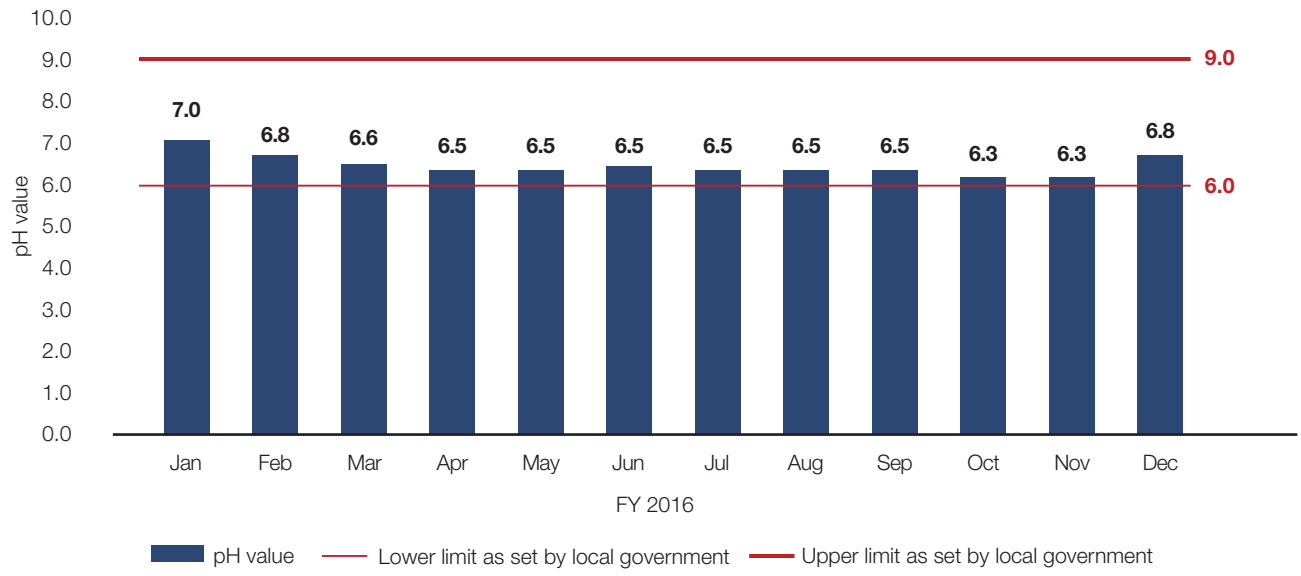
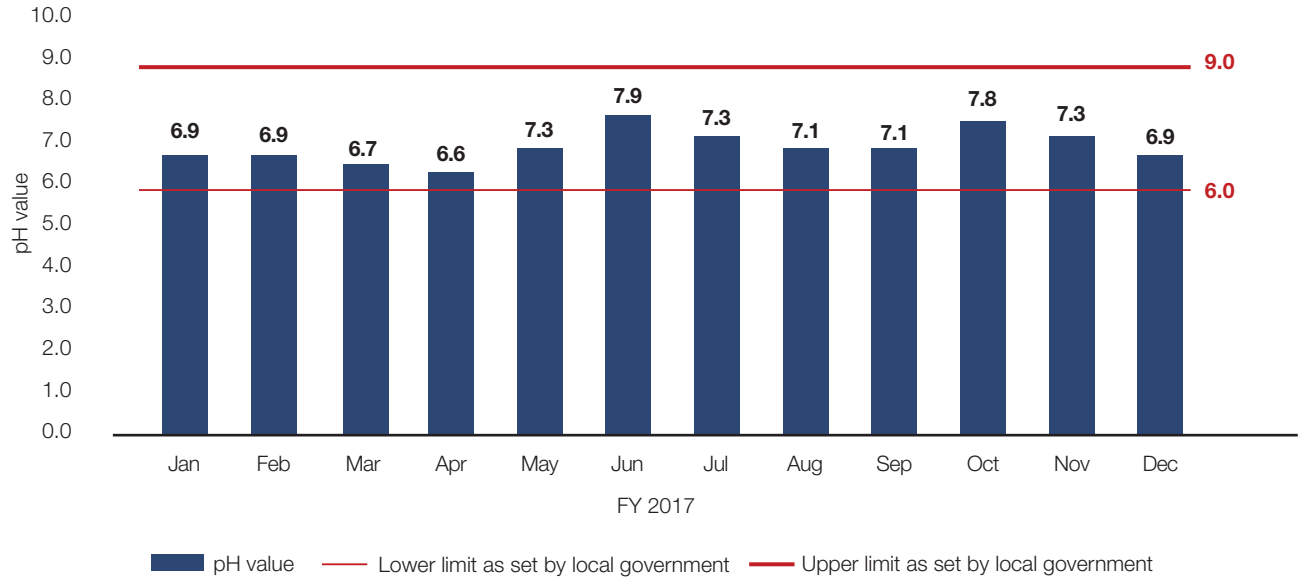


Figure 30: BIB's effluent's average pH value in comparison to the upper and lower limits set by the local government in FY 2017



NURTURING THE ENVIRONMENT

WATER RESOURCE MANAGEMENT

Figure 31: BIB's effluent's average cadmium content in comparison to the upper limit set by the local government in FY 2016

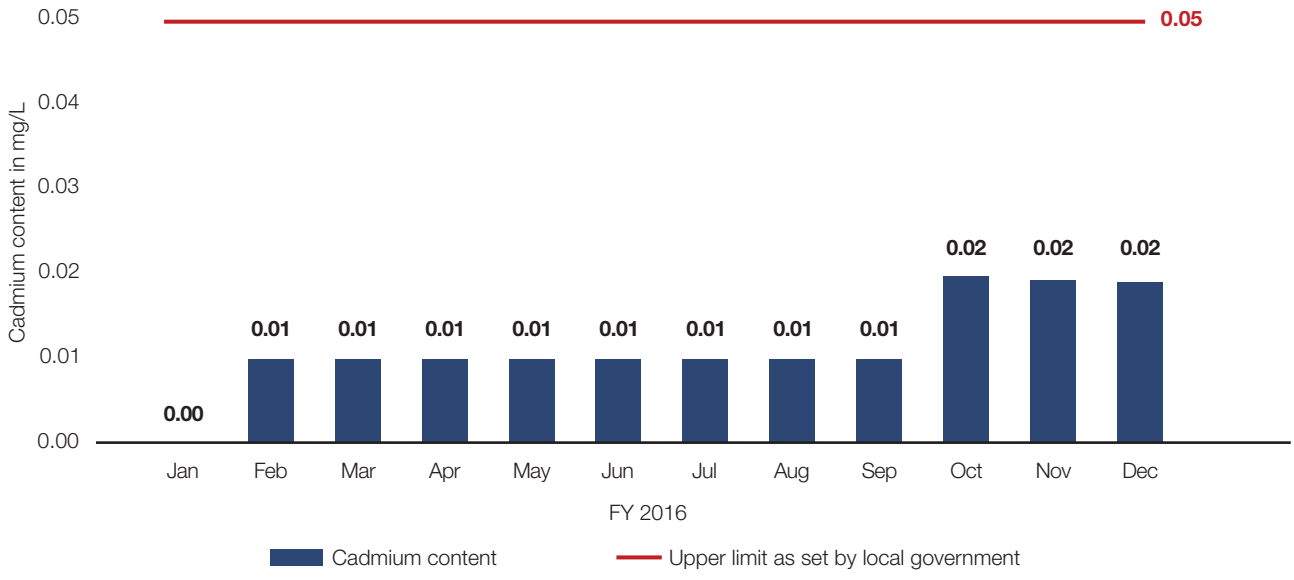
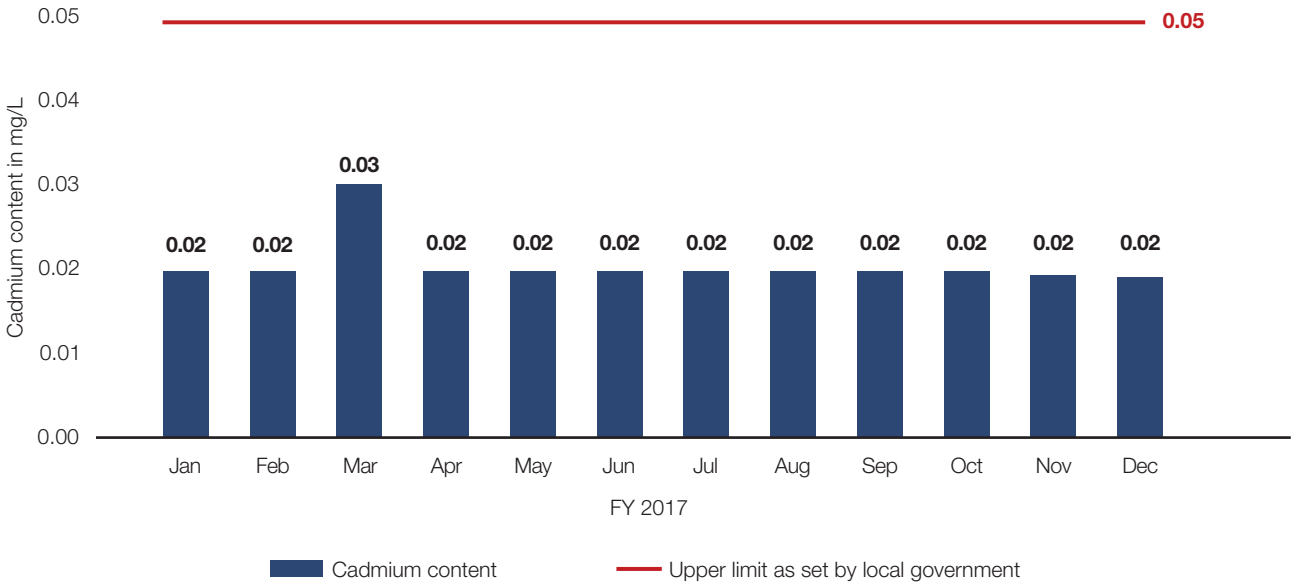


Figure 32: BIB's effluent's average cadmium content in comparison to the upper limit set by the local government in FY 2017



NURTURING THE ENVIRONMENT

WATER RESOURCE MANAGEMENT

Figure 33: BIB's effluent's average iron content in comparison to the upper limit set by the local government in FY 2016

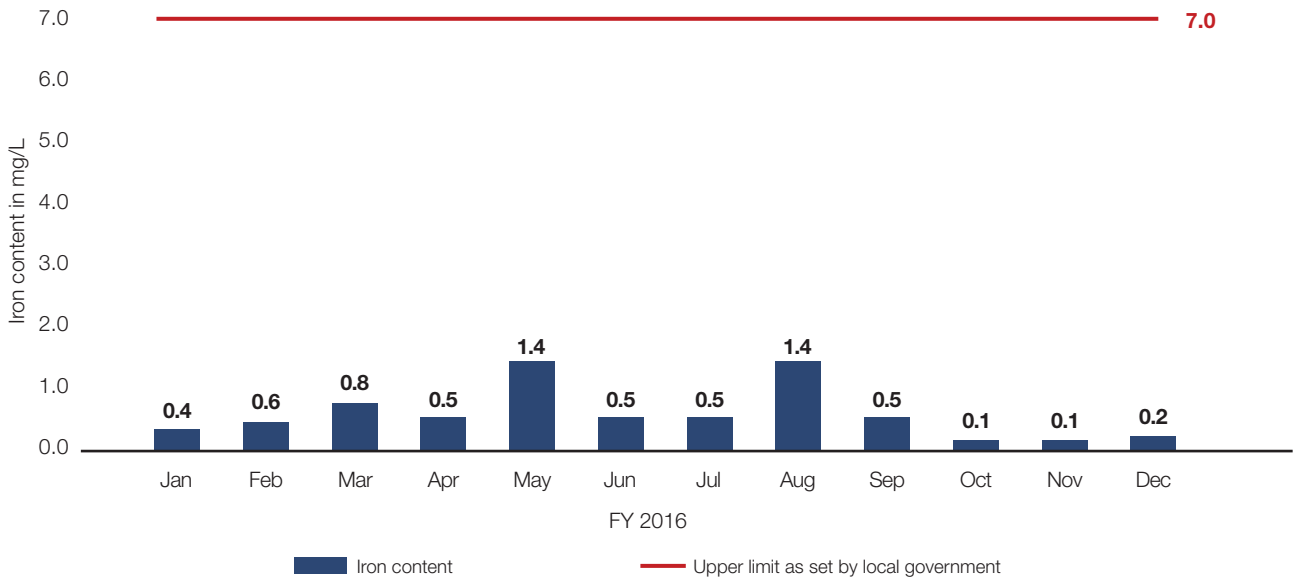
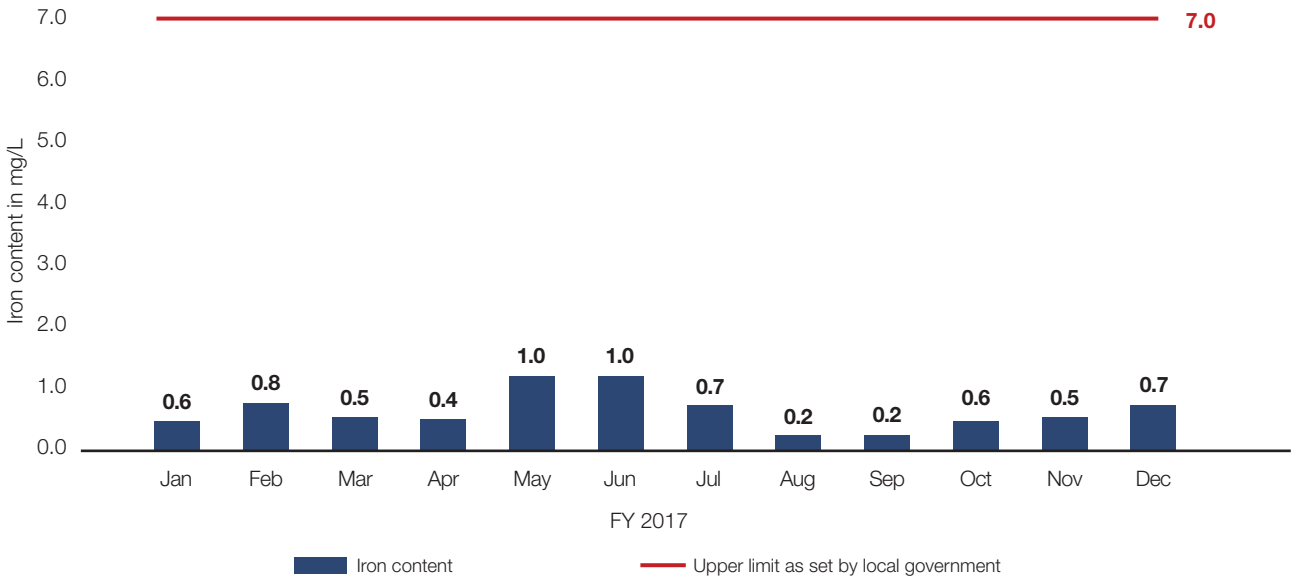


Figure 34: BIB's effluent's average iron content in comparison to the upper limit set by the local government in FY 2017



NURTURING THE ENVIRONMENT

WATER RESOURCE MANAGEMENT

Figure 35: BIB's effluent's average manganese content in comparison to the upper limit set by the local government in FY 2016

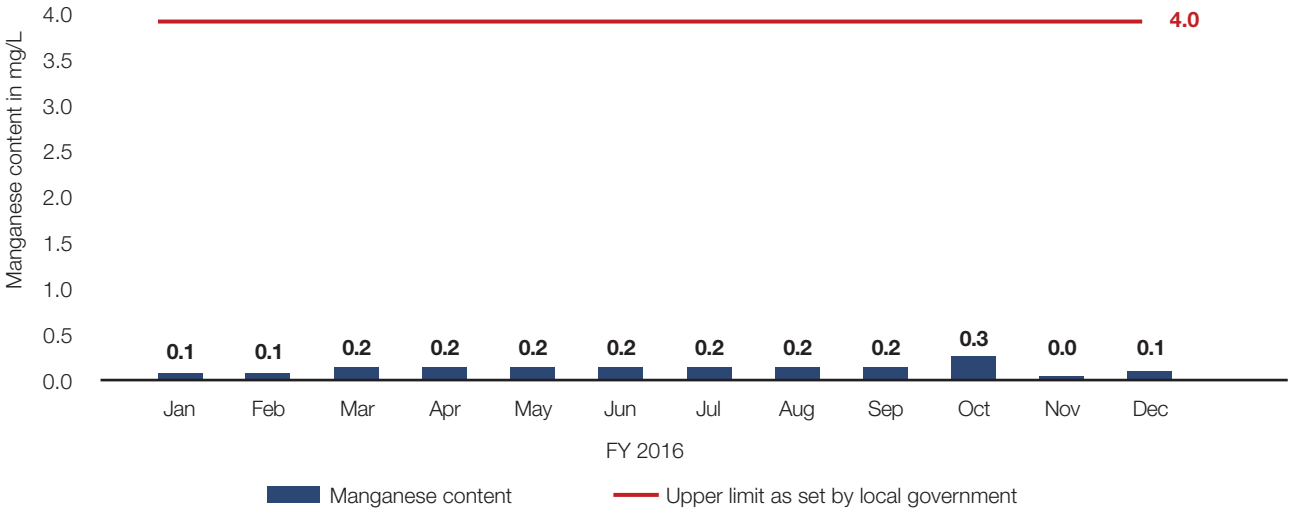
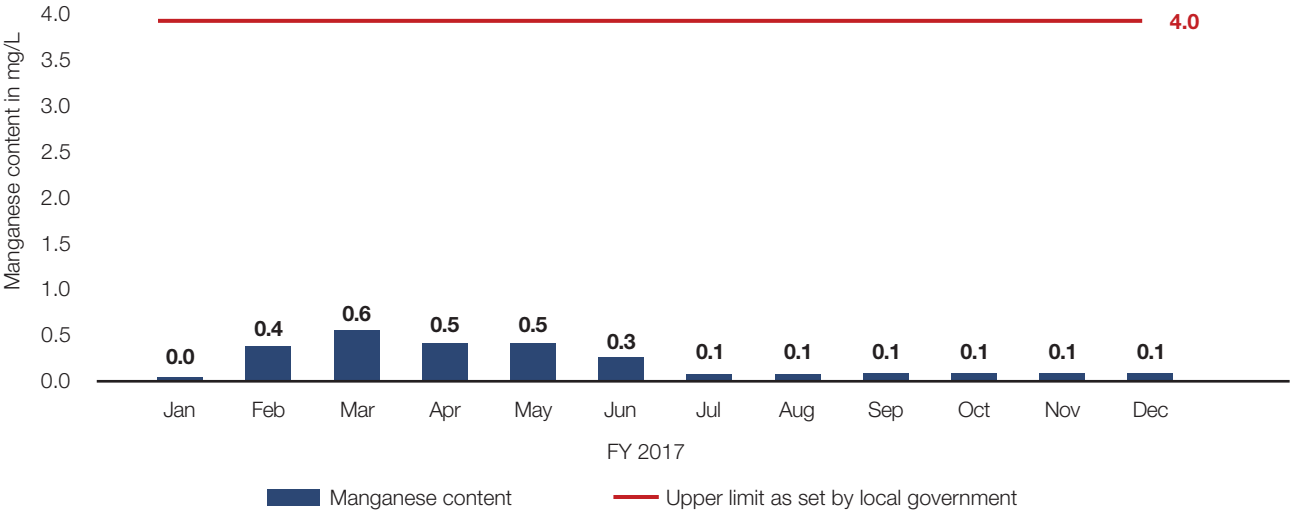


Figure 36: BIB's effluent's average manganese content in comparison to the upper limit set by the local government in FY 2017



As part of our commitment towards accountability, the local community can submit any feedback on our sites' effluent directly to GEMS' External Relations Department. In the event that a feedback is received, GEMS' Chief Operating Officer and Mining Head will investigate the situation and meet the feedback provider, if required. In FY 2017, we received a complaint from the local community about contamination at a river near our concession. Upon receiving this complaint, we sampled the river water from our site to the point of concern for testing and to identify the source of contamination. Subsequently, we mapped out the sampling results and presented it to both the management and feedback provider. It was concluded that the contamination was not caused by our operations.

NURTURING THE ENVIRONMENT

SOLID WASTE MANAGEMENT

Effective solid waste management is integral to our operations, as it creates both environmental and economic value. We comply with our Waste Dumping Policy to manage the solid waste that we generate through our operations. As a result of our open pit mining activities, we produce a significant amount of solid waste, especially in the form of overburden[8]. Proper storage and disposal of overburden minimizes environmental damage and safety hazards from structural failure of overburden pile, and enables land rehabilitation at the post-mining stage.

Figure 37: Elements of GEMS' Waste Dumping Policy

Waste Dumping Policy

- Waste dumping can be done in two ways:
  - Direct dumping – dumping of material using a haul truck at the dump crest
  - Indirect dumping – dumping of material using a haul truck at a safe distance away from the dump crest, to be pushed by a dozer towards the dump crest
- Solid waste management begins by identifying potentially acid forming ("PAF") and non-acid forming ("NAF") substances.
  - PAF should not be placed at the ground surface
  - NAF may be used to encapsulate PAF, with a minimum thickness of 10 meters
- Mud is to be mixed with other material prior to dumping, to maintain slope stability.
- Overburden and other waste can only be dumped at specific dumping locations as assigned by the Mine Planning and Development ("MPD") department, taking into account geotechnical and geoengineering considerations.
  - Overburden is also reused for land reclamation before rehabilitation works are carried out
- The active and inactive dumping areas are monitored by our geotechnical engineers at all times to prevent land slides.

In FY 2017, we generated 51,542,376 Bank Cubic Metres of overburden, an increase of more than 86% from FY 2016 due to an increase in production activities in FY 2017. This overburden was used to reclaim approximately 61.7 hectares of land for rehabilitation.

[8]*Overburden refers to the topsoil removed for accessing the coal or resources mined below, commonly measured in Bank Cubic Metres.*

EMPOWERING LOCAL COMMUNITIES



EMPOWERING
LOCAL COMMUNITIES

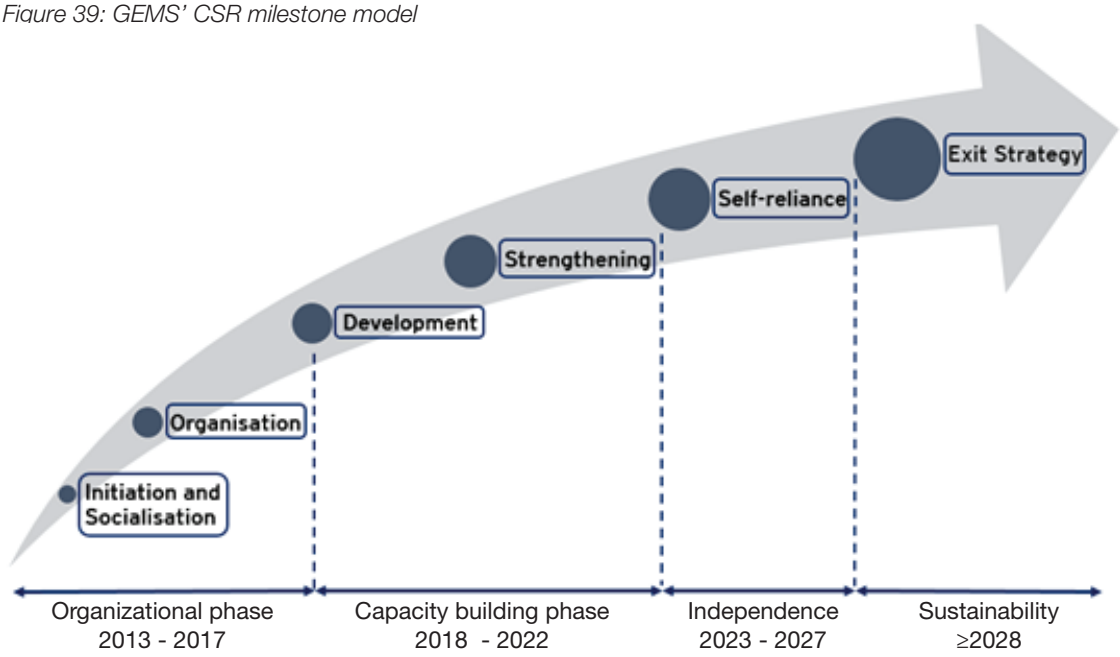
At GEMS, we regard community empowerment as our company's responsibility. As our mines located at developing region in Indonesia, we are presented with opportunities to meet the existing needs of local communities around us and helping them to improve their standards of living. We respond to these opportunities by implementing various Corporate Social Responsibility ("CSR") activities which are in line with our strategic priorities and in tandem with our operational activities. Figure 38 summarizes our approach towards CSR management.

Figure 38: GEMS' approach towards CSR management



All our CSR programmes are designed with specific milestones, with the ultimate aim of making the programmes self-sustaining for the local community. We typically invest 10 years of efforts to initiate, develop and strengthen our CSR programmes such that at the end of the 10 years, the community is well-equipped with the necessary resources and skills to sustain the programmes.

Figure 39: GEMS' CSR milestone model



EMPOWERING
LOCAL COMMUNITIES

We regularly engage the local community to understand their changing needs and design strategic CSR programmes that target these needs. Our ultimate aim is to help the local community attain financial independence and enhanced standard of living, achieved through partnership and environmental protection. Formal and informal education to build the capacity of the local community, as well as skills upgrading programmes to develop the local economy, form the backbone of all our CSR efforts. Besides rendering support in the form of resources, commitment from our management and the stakeholders lay the foundations for our CSR strategy.

In line with Regulation no. 41 (year 2016) about local community development as issued by Indonesia's Ministry of Energy and Mineral Resources, we aligned our CSR activities with the pillars of the CSR blueprint of the local governor.

Table 2: GEMS' community investment activities in FY 2017

Pillars of local governor's CSR blueprint	GEAR's community investment activities in FY 2017	Investment beneficiaries
Education	Granting scholarships for students with excellent academic results ("Beasiswa Prestasi") and for underprivileged students ("Beasiswa Gemilang")	536 students
	Provision of learning equipment and monetary support for activities at Islamic learning centres	• Miftahul Jannah Islamic learning centre • Jombang village residents
	Training programme for teachers ("1000 Guru Prestasi")	200 teachers
	Monetary support for Education Seminar 2017	Seminar participants
	Monetary support for the formation of Arts Council for Tanah Bumbu Regency	Tanah Bumbu's Arts Council
	Provision of tables and chairs for local schools	• Trimartani Primary School • Banjarsari 1 Primary School • Hidayatussalikin Madrasa
	Construction and renovation of school facilities	• An-Nahl Islamic School • Kuranji 1 Senior High School • Sungai Loban 4 Junior High School
	Monetary support for schools' sports teams	Sungai Loban 1 Senior High School (volley team)
	Monetary support for sporting events	"Fun Run Bike" event
Health promotion	Provision of free medical and dental check-ups	Hati'if Village and Mangkalapi Village residents
	Provision of free Isovaleric Acidemia (IVA) test	Sebamban Lama Village residents
	Provision of medical equipment at Village Health Centre ("*Poskesdes*")	• Mangkalapi Poskesdes • Hati'if Poskesdes
Real Income / Livelihood	Chicken farming programme	Community-owned chicken farming enterprise
	Renovation of chicken coops	Community-owned chicken farming enterprise

EMPOWERING
LOCAL COMMUNITIES

Pillars of local governor's CSR blueprint	GEAR's community investment activities in FY 2017	Investment beneficiaries
Socio-cultural	Groceries donations during Ramadhan and Hari Raya	Surrounding village residents and Regency head
	Donations of animal sacrifices during Hari Raya Haji	Surrounding village residents and Regency head
	Monetary support for religious activities (e.g. festival celebrations, religious teachings)	• Surrounding village residents • Musabaqah Tilawatil Quran organizers[9]
	Construction and renovation of places of worship	• Ishlahul Ummah Islamic learning centre • Al Barkah Mosque
	Donations for natural disaster reliefs	Sembamban Lama Village and Sebamban Baru Village residents
	Monetary support for celebratory festivals (e.g. Religious Children Festival, Indonesia's Independence Day celebration, village anniversary)	Surrounding village residents
	Monetary support for sporting activities among the local communities	Surrounding village residents
	Monetary support for Regional Children Forum	Regional Children Forum participants
	Monetary support for Village Information Facility	Hati'if Village residents
Infrastructure development	Construction of roads and bridges	Mangkalapi village residents

[9]*Musabaqah Tilawatil Quran is a national Quran appreciation event.*

EMPOWERING
LOCAL COMMUNITIES



Picture 5: Upgraded chicken coop



Picture 6: A child receiving free dental checkup

As a reflection of our ongoing commitment towards community empowerment, GEMS and GEMS' CEO received the Top CSR Award in FY 2017 for the "Top CSR in planning and CSR Strategy towards Community Independence" and "Top Leaders on CSR commitment" categories respectively. Administered by National Committee for Governance Policies ("Komite Nasional Kebijakan Governance") and CSR Society Indonesia, the Top CSR Award recognizes Indonesian companies that invest in CSR activities with effective management and measurable impact.

We remain committed to continue our efforts in engaging the local community to understand their needs, as well as designing new community investment projects and calibrating existing ones to better answer these needs in FY 2018 and beyond.



OUR HUMAN CAPITAL

OUR HUMAN CAPITAL

PROFILE OF OUR WORKFORCE

In FY 2017, we saw almost 9% increase in our workforce as a result of the increase of our production activities. These employees are mostly located in Indonesia, where our mine is located in. In FY 2016, only 8 out of our 281 employees were located in Singapore, whereas 15 out of our 306 employees were based in Singapore in FY 2017.

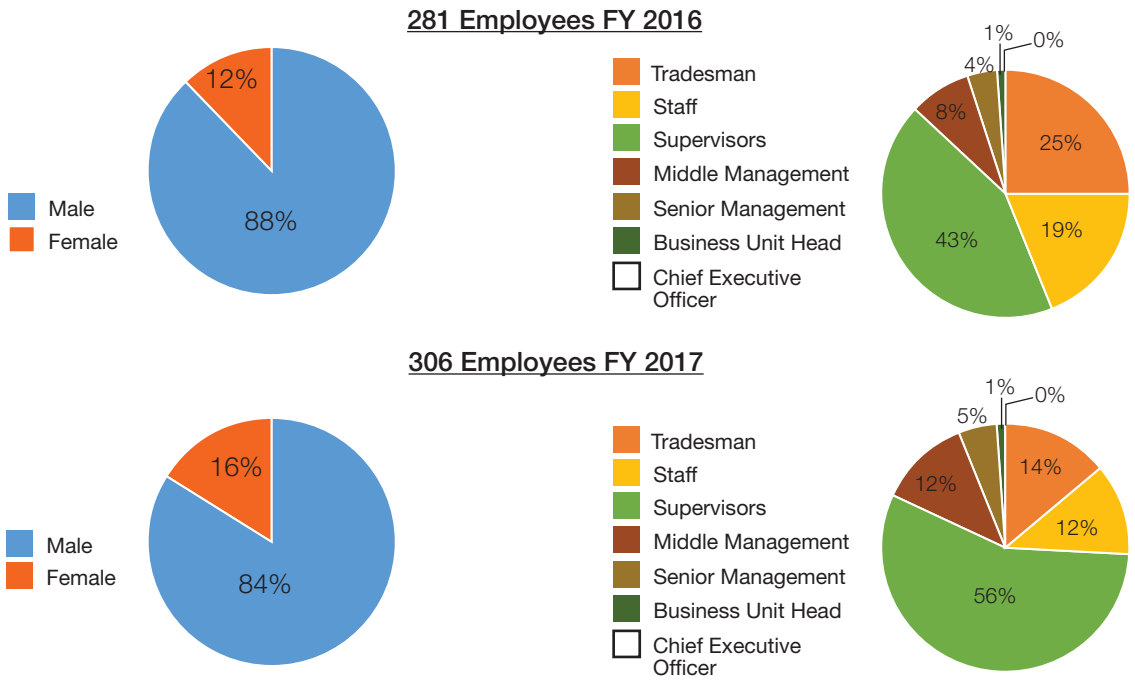
68.6% of our employees were hired on a full-time basis with permanent contract, enabling us to equip them with the skillsets for their growth. As our mining operations are also heavily supported by contractors; we extend the same expectations for talent and capabilities in our employees to our contractors. We understand that talent with the right technical skills is limited in supply, thus we allow transfer of some employees with the right skillsets to support our contractors on the ground. In FY 2017, we transferred 102 employees in Indonesia who were below "Supervisor" level, but showed good performance and had undergone internal trainings (safety, environment, operations, etc.) to our contractors. Through the transfer, they were able to impart their skills to other contractors, and in turn, improve the performance at our site. In FY 2017, there were 117 turnover (inclusive of 102 employees transfer) which were more than offset by 143 new hires in the same year.



Picture 7: Our diverse workforce

While our gender breakdown indicates a higher proportion of male than female, this can be attributed to the fact that the nature of mining activities traditionally attracts more male workers over female workers. Nevertheless, we strive to promote gender diversity in our operations.

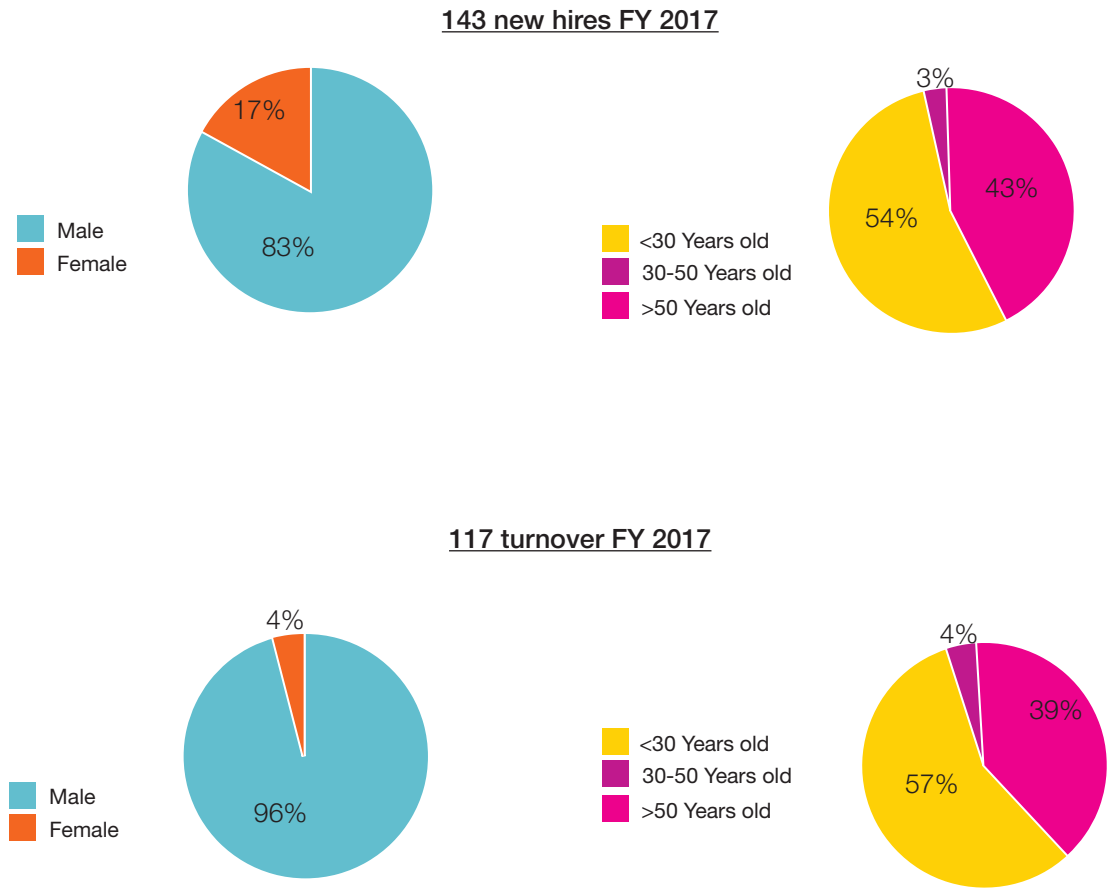
Figure 40: GEAR's Employee Demographics by Gender and Employment Category



OUR HUMAN CAPITAL

PROFILE OF OUR WORKFORCE

Figure 41: GEAR's Hires and Turnover by Gender and Employment Category



OUR HUMAN CAPITAL

LOOKING AFTER OUR EMPLOYEES

One of our core values is “Loyalty”, where we advocate a sense of fraternity and pride as members of our group, among all our employees. At GEAR, we believe that retaining and developing our employees are as important as attracting the top talent into our organization. As an employer, we look after our employees’ welfare by offering competitive remuneration packages, medical insurance and other benefits.

CASE STUDY: CARING FOR OUR EMPLOYEES AND WORKERS AT THE MINING SITE

As our mine is located away from the city, a lot of employees at the site live away from their families. To maintain and enhance our employees well-being, we provide facilities beyond their basic needs. Besides providing free accommodation, meals and medical facilities to our employees, including an on-site clinic, we also provide various recreational facilities, such as karaoke set and sport facilities. In addition, we provide travel allowances for our employees to return home and meet their families during their breaks and holidays. Although these employees are located out of our headquarters, we offer equal training opportunities at the site, such as computer courses for workers and technical and safety training for technicians by sending trainers to site, to ensure that our employees continue to upgrade their skills. To foster a sense of community among our employees and workers, we organize various recreational activities regularly.



Picture 8: BIB Tournament



Picture 9: Beach Outing



Picture 10: Fun-run



Picture 11: Fashion Show

OUR HUMAN CAPITAL

LOOKING AFTER OUR EMPLOYEES

CASE STUDY: EMPLOYEE ENGAGEMENT SURVEY

In FY 2017, GEMS conducted its first group-wide employee engagement survey. Facilitated by an independent consultant, this survey saw 90% participation rate by employees across various employment categories, locations, age groups, etc. Through this survey, we gathered insights about areas where we have done well, such as leadership direction, provision of resources for employees and training opportunities. At the same time, we identified areas of improvement. As a follow-up from this survey, we shared the survey results to our employees and continued the conversation with them to identify how we can better enhance our employee engagement and satisfaction. We also rolled out various action plans which are monitored on a regular basis. Given the success of this survey, we plan to hold similar surveys periodically in the future.



Picture 12: Teambuilding activity

OUR HUMAN CAPITAL
TALENT DEVELOPMENT

Key to our talent attraction and retention efforts is the performance management of our employees. This involves a continuous process of identifying, measuring and developing the performance of our employees and aligning their performance with our strategic goals.

Figure 42: GEAR's performance management framework

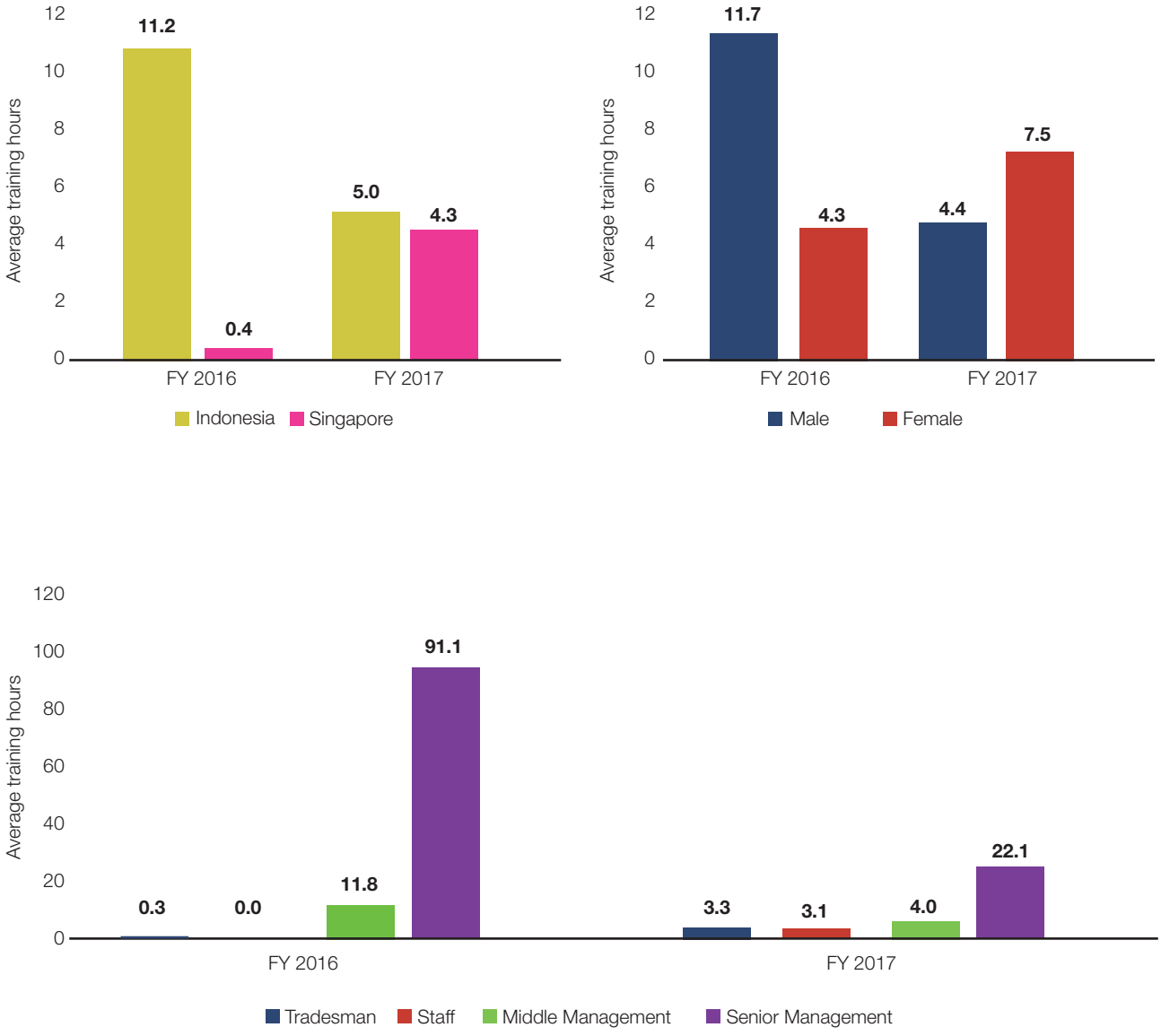


At GEAR, we encourage continuous improvement in our employees performance through various training opportunities which hone both their technical skills (e.g. business process, project management) and soft skills (e.g. people skills, leadership). We introduced a focused competency development programme called the "five pillars certification" programme. Targeted at assistant managers and above, the training covers financial, legal, geology, engineering, information technology and business management courses, to equip the participants to be all-rounded leaders. In FY 2017, we started to encourage more training for our employees in Singapore by providing an annual training budget, as evidenced by the increase in average training hours in Singapore. However, there was an overall decrease in average training hours for our employees in Indonesia because there was a vacancy for the Learning and Development Head role in FY 2017. This role was eventually filled subsequently, and the Company remains committed to the continued support of our employees' training needs.

OUR HUMAN CAPITAL

TALENT DEVELOPMENT

Figure 43: Average training hours for GEAR's employees by geography, gender and employment category[10]

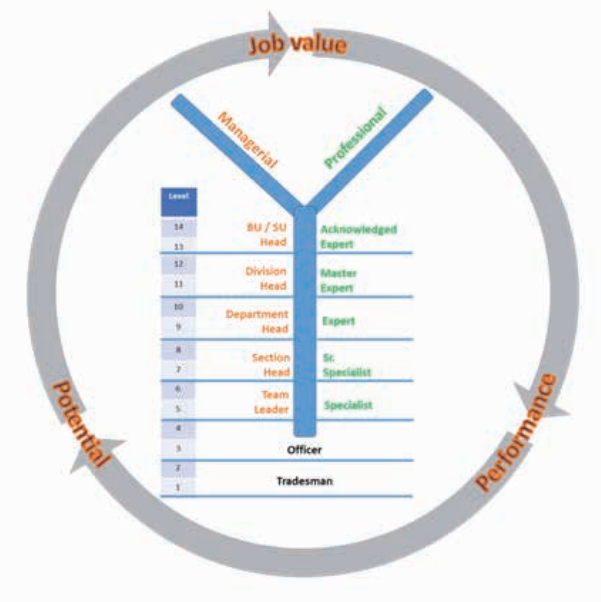


[10]*It is not meaningful to present the average training hours for "Business Unit Head" and "Chief Executive Officer" in the breakdown by employment category, as there was only one employee in each category.*

OUR HUMAN CAPITAL
TALENT DEVELOPMENT

All our employees go through a fair performance appraisal process twice a year, where they are assessed for their performance in achieving personal targets and Key Performance Indicators (KPIs) both quantitatively and qualitatively. Employees whose performance rating is good or excellent are eligible for promotion to a higher level subject to their scope of responsibilities in the next level and the organization's needs. Contrary to the traditionally singular promotion path, we make our promotion more inclusive through a dual progression path. Our management level employees can undergo not only structural promotion (from team leader to Business Unit head), but also professional promotion (from "specialist" to "acknowledged expert").

Figure 44: GEAR's progression path





Picture 13: Drone training

OUR HUMAN CAPITAL

LABOR RELATIONS MANAGEMENT

Being in a labor-intensive industry, we seek to develop good industrial relations at all times. This helps to create a conducive working environment and prevents undesirable operational disruptions. At GEAR, all workers are encouraged to communicate to their supervisors any issues that they face, so as to arrive at a mutually acceptable solution. In the event that the issue remains unresolved, the issue will be escalated to the Industrial Relations team for further discussions until a mutually acceptable solution is reached. As a reflection of a fair grievance mechanism and the good industrial relations that we have built with our workers, there were zero cases of strikes and lockouts in our operational areas in FY 2017. We are in full compliance to Indonesian labor laws, as concluded in annual audits by the Ministry of Labor and Transmigration.

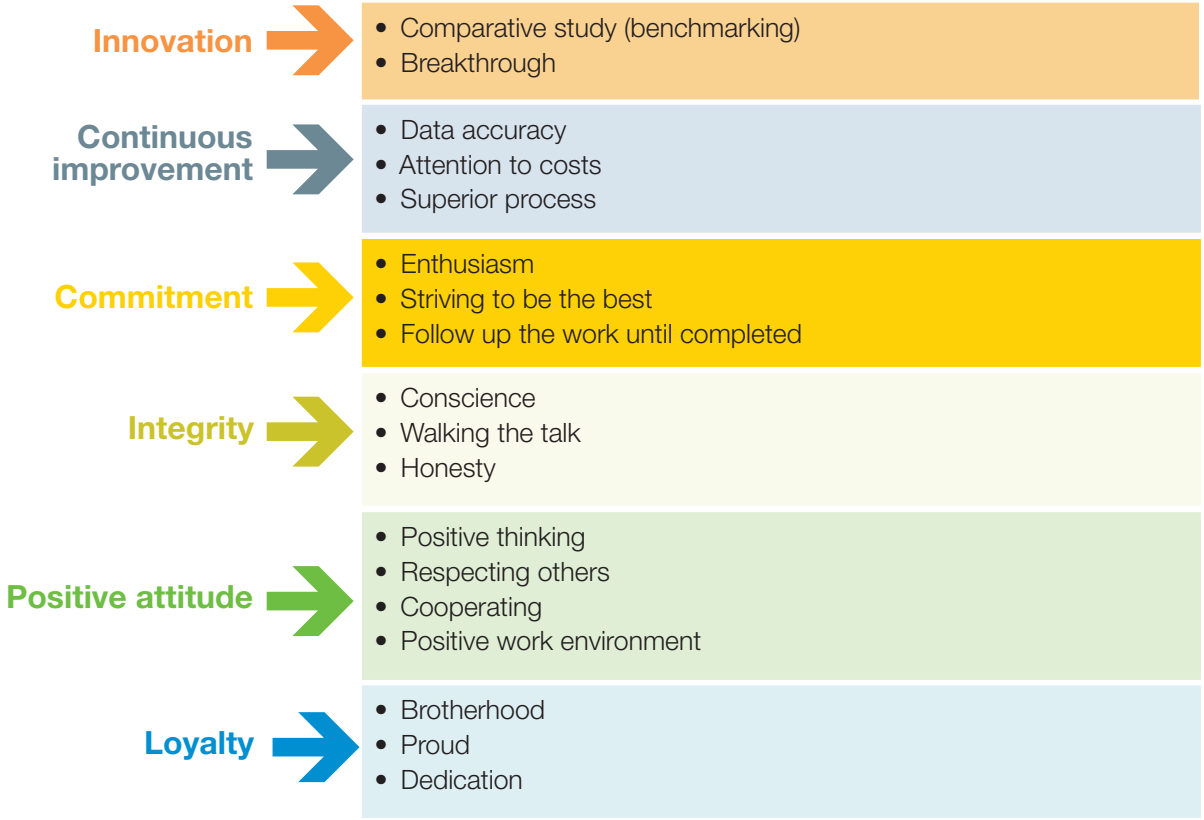


GOVERNANCE AND ETHICS

GOVERNANCE **AND ETHICS**

Underpinning all our efforts towards sustainable development is our continuing commitment to high standards of corporate governance. This helps to set the tone for the management and operational protocols at GEAR, impacting the integrity and quality of our business interactions on a day-to-day basis. To that end, we have developed a suite of policies that addresses corporate governance and ethical business conduct, including policies on conflict of interest, risk management, and whistleblowing, among others. These policies are developed using our core values (Figure 45) as the foundation, and undergo regular reviews by management to ensure its continued relevance to our business operations.

Figure 45: Our core values

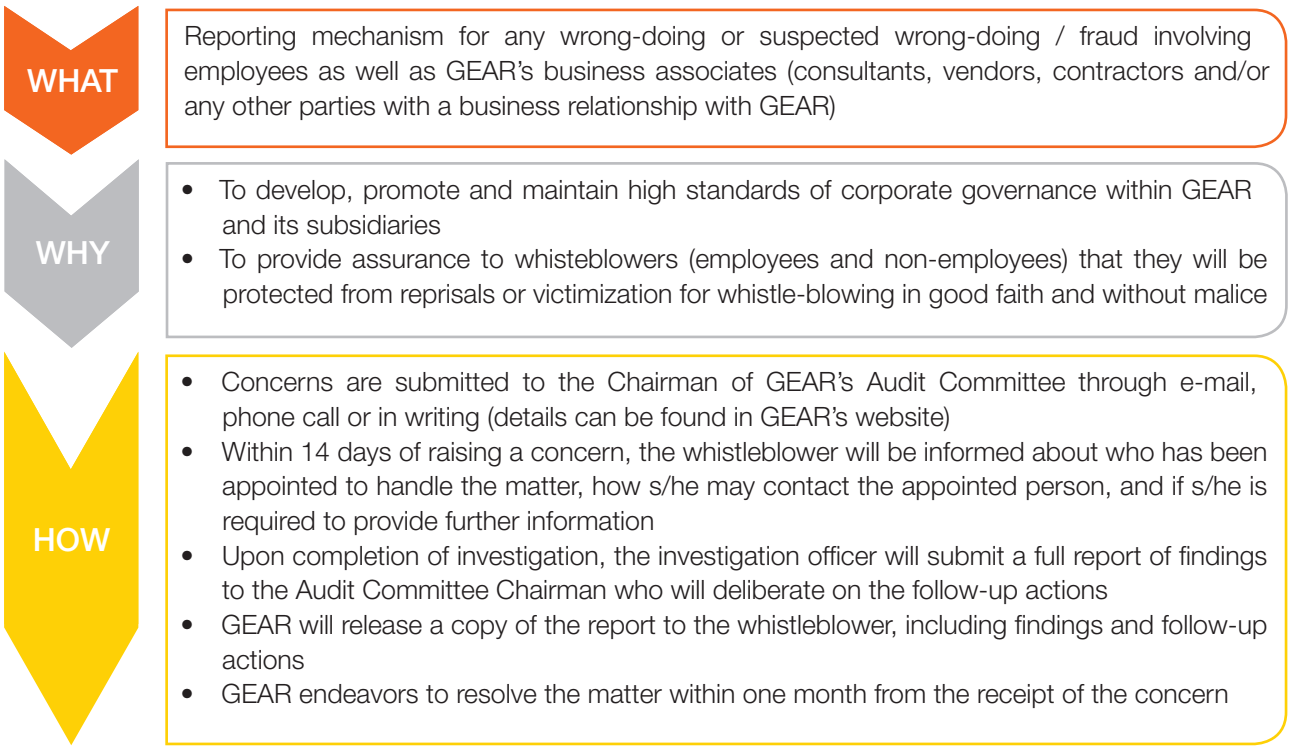


GOVERNANCE AND ETHICS

WHISTLE-BLOWING

GEAR has in place a policy that provides an avenue for every employee and also external stakeholders (such as suppliers) to report any wrong-doing or suspected wrong-doing that they may experience or notice at GEAR. The details of the process in place is described below.

Figure 46: GEAR's whistleblowing mechanism



As a testament of our sound corporate governance and ethics, no incidences of corruption, fraud or non-compliance with all applicable laws and regulations were reported in FY 2017, a record that we aim to maintain every year. In the same year, our subsidiary, GEMS, received "The 9th IICD[11] Corporate Governance Award" in the category of top 50 largest publicly listed companies by market capitalization, for the 5th consecutive year since 2013.

[11] *IICD refers to Indonesian Institute for Corporate Directorship, a non-profit organization which advocates best practices of good corporate governance and directorship in Indonesia.*

GRI
CONTENT INDEX

GRI Standard	Disclosure		Section of Report	Page Reference
GENERAL DISCLOSURES				
GRI 102: General Disclosures	ORGANIZATIONAL PROFILE			
	102-1	Name of the organization	About Golden Energy and Resources	3
	102-2	Activities, brands, products, and services	About Golden Energy and Resources	3
	102-3	Location of headquarters	About Golden Energy and Resources	3
	102-4	Location of operations	About Golden Energy and Resources	3
	102-5	Ownership and legal form	About Golden Energy and Resources	3
	102-6	Markets served	Economic Performance	4-6
	102-7	Scale of the organization	Economic Performance; Profile of our Workforce	4-6 46-47
	102-8	Information on employees and other workers	Profile of our Workforce	46-47
	102-9	Supply chain	About Golden Energy and Resources;	3
	102-10	Significant changes to the organization and its supply chain	Not applicable	-
	102-11	Precautionary Principle or approach	Governance and Ethics	55
	102-12	External initiatives	NIL	-
	102-13	Membership of associations	Asosiasi Perusahaan Batubara Indonesia	-
	STRATEGY			
	102-14	Statement from senior decision-maker	Board Statement	2
	ETHICS AND INTEGRITY			
	102-16	Values, principles, standards, and norms of behavior	Governance and Ethics	55
	GOVERNANCE			
	102-18	Governance structure	Board Statement	2
	STAKEHOLDER ENGAGEMENT			
	102-40	List of stakeholder groups	Engaging Our Stakeholders	9-12
	102-41	Collective bargaining agreements	Not applicable	-
	102-42	Identifying and selecting stakeholders	Engaging Our Stakeholders	9
	102-43	Approach to stakeholder engagement	Engaging Our Stakeholders	9-12

GRI
CONTENT INDEX

GRI Standard	Disclosure		Section of Report	Page Reference
	102-44	Key topics and concerns raised	Engaging Our Stakeholders	9-12
		REPORTING PRACTICE		
	102-45	Entities included in the consolidated financial statements	Annual Report 2017	102-103
	102-46	Defining report content and topic Boundaries	About This Report Focusing on What Matters Most	8 13
	102-47	List of material topics	Focusing On What Matters Most	13
	102-48	Restatements of information	Not applicable, as this is GEAR's Inaugural Sustainability Report	-
	102-49	Changes in reporting	Not applicable, as this is GEAR's Inaugural Sustainability Report	-
	102-50	Reporting period	1 January 2017 – 31 December 2017	-
	102-51	Date of most recent report	Not applicable, as this is GEAR's Inaugural Sustainability Report	-
	102-52	Reporting cycle	Annual	-
	102-53	Contact point for questions regarding the report	About This Report	8
	102-54	Claims of reporting in accordance with the GRI Standards	About This Report	8
	102-55	GRI content index	GRI Content Index	57-60
	102-56	External assurance	GEAR has not sought external assurance for this inaugural report.	-
TOPIC SPECIFIC GRI STANDARDS DISCLOSURES				
CATEGORY: ECONOMIC				
		MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Empowering Local Communities	41
	103-2	The management approach and its components	Empowering Local Communities	41
	103-3	Evaluation of the management approach	Empowering Local Communities	41
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Empowering Local Communities	41-44

GRI
CONTENT INDEX

GRI Standard	Disclosure		Section of Report	Page Reference
CATEGORY: ENVIRONMENTAL				
MATERIAL ASPECT: ENERGY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Energy Consumption and Greenhouse Gas Emissions	25
	103-2	The management approach and its components	Energy Consumption and Greenhouse Gas Emissions	25
	103-3	Evaluation of the management approach	Energy Consumption and Greenhouse Gas Emissions	25
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Consumption and Greenhouse Gas Emissions	26
MATERIAL ASPECT: BIODIVERSITY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Land Management	23
	103-2	The management approach and its components	Land Management	23
	103-3	Evaluation of the management approach	Land Management	23
GRI G4: Mining and Metals	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) Disturbed or Rehabilitated	Land Management	23-24
MATERIAL ASPECT: EMISSIONS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Energy Consumption and Greenhouse Gas Emissions	25
	103-2	The management approach and its components	Energy Consumption and Greenhouse Gas Emissions	25
	103-3	Evaluation of the management approach	Energy Consumption and Greenhouse Gas Emissions	25
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy Consumption and Greenhouse Gas Emissions	27
	305-2	Energy indirect (Scope 2) GHG emissions	Energy Consumption and Greenhouse Gas Emissions	27
		Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality Management	29-32
MATERIAL ASPECT: EFFLUENTS AND WASTE				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Water Resource Management; Solid Waste Management	33-39
	103-2	The management approach and its components	Water Resource Management; Solid Waste Management	33-39
	103-3	Evaluation of the management approach	Water Resource Management; Solid Waste Management	33-39
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	Water Resource Management	34-38

GRI
CONTENT INDEX

GRI Standard	Disclosure		Section of Report	Page Reference
GRI G4: Mining and Metals	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Solid Waste Management	39
		MATERIAL ASPECT: CLOSURE PLANNING		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Land Management	23
	103-2	The management approach and its components	Land Management	23
	103-3	Evaluation of the management approach	Land Management	23
GRI G4: Mining and Metals	MM10	Number and percentage of operations with closure plans	Land Management	23-24
		CATEGORY: SOCIAL		
		MATERIAL ASPECT: LABOR MANAGEMENT RELATIONS		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Labor Relations Management	53
	103-2	The management approach and its components	Labor Relations Management	53
	103-3	Evaluation of the management approach	Labor Relations Management	53
GRI G4: Mining and Metals	MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Labor Relations Management	53
		MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety	18
	103-2	The management approach and its components	Occupational Health and Safety	18-21
	103-3	Evaluation of the management approach	Occupational Health and Safety	21
GRI 403: Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Occupational Health and Safety	18-21



golden energy and resources

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