

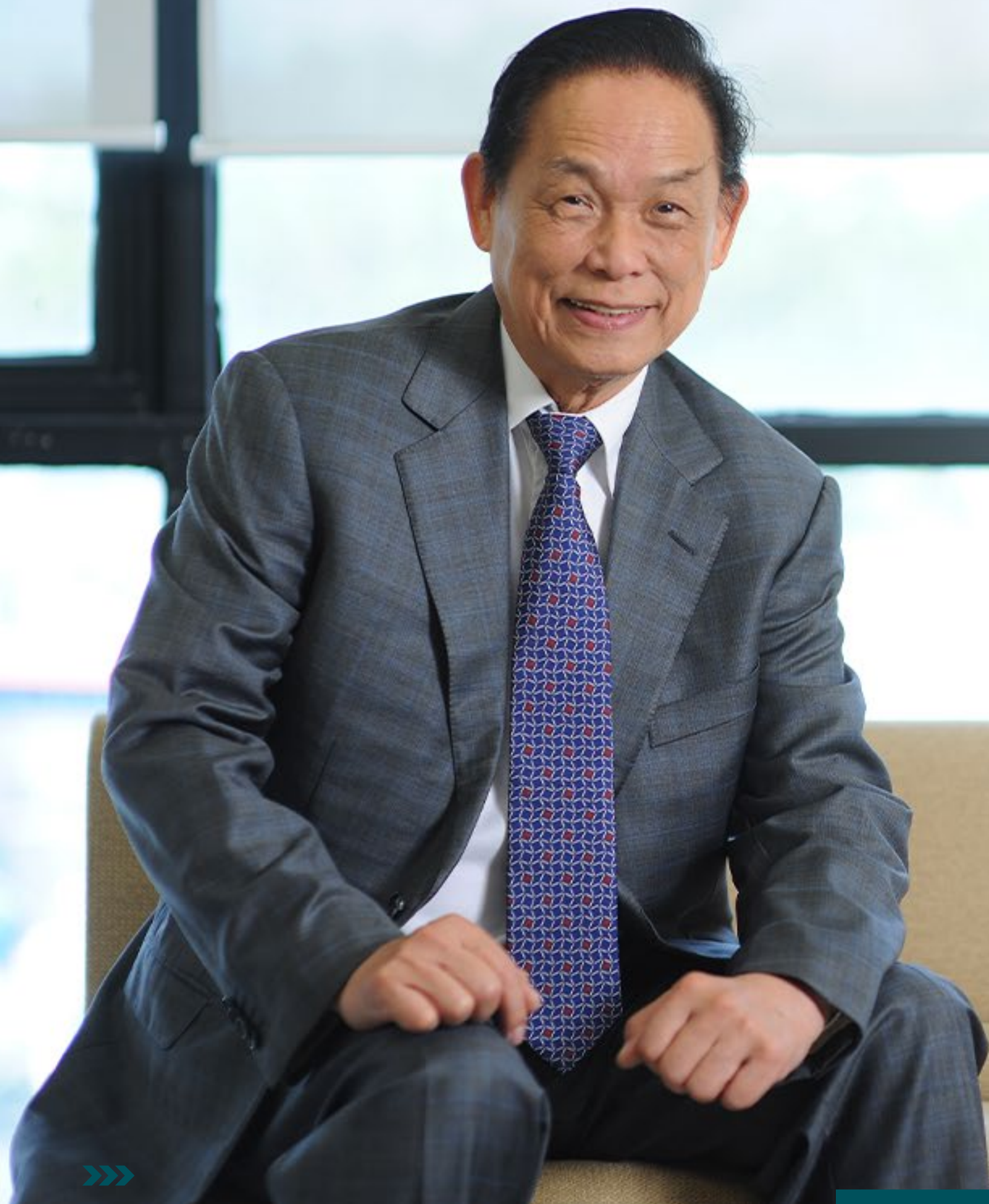


SUSTAINABILITY REPORT 2019



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BOARD STATEMENT

Nam Cheong Limited (“Nam Cheong”) and together with its subsidiaries (“the Group”) seek to deliver steady value growth in the offshore marine business through innovative supply chain solutions and sustainable long-term partnerships.

Together with the Management, the Board has determined the material environmental, social and governance (“ESG”) risks as well as the opportunities that are important steps to Nam Cheong’s long-term success. The Board has been providing ongoing oversight on a range of initiatives relating to enterprise-wide safety, protecting the environment, compliance, creating equal opportunities for all employees and giving back to the community.

To ensure effective implementation, the Board is working closely with the Management to monitor the progress of all initiatives targeted at these factors. This enables the Board to respond to changing market developments while keeping in view our stakeholders’ inputs and expectations.

As one of Malaysia’s largest Offshore Support Vessel (“OSV”) providers, Nam Cheong’s ongoing efforts to reduce our carbon footprint will contribute towards the industry’s significant climate action efforts given that over 90% of all global trade is carried by ships¹.

This is Nam Cheong’s third sustainability report. We have taken onboard feedback on our inaugural reports. This edition adopts a more structured and detailed explanation of our sustainability policies and programmes. Sustainability is a long-term voyage and we hope that this report will communicate our efforts to a broader audience as well as spur us to build an enduring and high performing business.

Tan Sri Datuk Tiong Su Kouk

Executive Chairman

¹ <https://business.un.org/en/entities/13>

OVERVIEW

After reviewing the different sustainability standards in the market, Nam Cheong has chosen to adopt the Global Reporting Initiative (“GRI”) Reporting Standards (2016) as the GRI is globally recognized and the latest standards allow Nam Cheong to identify and report topics relevant to our industry and context. The GRI framework also allows us to benchmark against comparable organizations in the same industry. This report has been prepared in accordance with the GRI Standards: Core option.

This report complies with the Singapore Exchange (“SGX”)’s Listing Rule 711A, which requires every listed issuer to prepare an annual sustainability report no later than 5 months after the end of the financial year. This sustainability report is for Nam Cheong’s financial year from 1 January to 31 December 2019 and covers all five primary reporting components as stipulated in SGX’s Listing Rule 711B.



Image Shown - SK PACIFIC

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is essential to Nam Cheong’s long-term success. There are several sets of key stakeholders with whom we engage regularly through formal and informal platforms. These stakeholders are important because they have a material impact on Nam Cheong’s operations and sustainability. Their feedback and suggestions are invaluable in helping Nam Cheong fine-tune our business strategy and ensure we operate in a transparent and accountable manner. The stakeholder groups, modes of engagement and salient concerns are summarized in the table below.

Stakeholder Groups	Engagement Modes	Salient Concerns
1. Customers	<ul style="list-style-type: none"> Marketing materials and promotional events Customers’ feedback Consistent meetings and regular networking 	<ul style="list-style-type: none"> Fair and transparent business practices Safe and reliable operations
2. Suppliers & Business Partners	<ul style="list-style-type: none"> Regular meetings and networking sessions Correspondences through email and letters 	<ul style="list-style-type: none"> Fair and transparent business practices Good governance
3. Investors	<ul style="list-style-type: none"> Annual General Meetings Comprehensive Investor Relations section on the corporate website (http://www.namcheong.com.my/) SGXNet announcements Briefings to analysts, investors and media Press releases 	<ul style="list-style-type: none"> Sound ESG policies and processes Safe, efficient and competitive operations
4. Government & Regulatory Agencies	<ul style="list-style-type: none"> Regular correspondences (e.g. on policy changes and compliance matters) Interactions via corporate service providers such as the company secretary and share registrar 	<ul style="list-style-type: none"> Strong compliance regime, particularly in adhering to government regulations and guidelines Vigilance in environmental protection as well as occupational health and safety
5. Employees	<ul style="list-style-type: none"> Employee town halls Training and development programmes Performance appraisals Recreational and bonding activities 	<ul style="list-style-type: none"> Attractive pay and benefits package Training and upgrading opportunities Fair employment practices Focus on workplace safety
6. Community	<ul style="list-style-type: none"> Corporate Social Responsibility (“CSR”) programmes Media coverage 	<ul style="list-style-type: none"> Provision of social and economic opportunities Caring organization

MATERIAL ESG FACTORS

Identifying Material ESG Factors

In line with the GRI reporting principles, NCL's material factors are those with significant economic, environmental, social and governance impacts, and which would substantively influence the assessment and decision making of the key stakeholders.

We have adopted a multi-step approach in identifying the material ESG factors:

- We listened to our stakeholders and took into account their salient concerns.
- We looked at sustainability developments and trends, such as the urgency to address climate change as a global challenge.
- We considered what our international peers are focusing on in terms of their ESG policy and programmes.
- Nam Cheong's Management shortlisted the ESG factors and scrutinized the impact, risk profile and efforts to deal with the challenges.
- The final list of material ESG factors was subsequently reviewed and approved by the Board.

After considering the concerns of the various stakeholder groups and assessing the external and internal impacts, the following material ESG factors have been identified:

1. **Safety first** – Workplace safety, safe operations and chartering.
2. **Environmental protection** – Improving fuel efficiency, reducing carbon emissions and implementing proper waste management
3. **Compliance** – Conformity with environmental, safety, labour and anti-corruption regulations and procedures.
4. **Caring for employees** – Training, competency building and fair employment practices.
5. **Giving back to the community** – Providing economic opportunities and public service.

MATERIALITY ASSESSMENT

These factors are consistent with and have expanded upon the themes and issues highlighted in Nam Cheong's Sustainability Report for 2018. The table on the right elaborates why we assess the factors to be material and their significance to our stakeholders.

Materiality Factors	Why Is It Material?	Why Is It Significant to Stakeholders?
1. Safety first	We are fully committed to placing safety first, safeguarding life and limb, and addressing safety-related risks across all our workplaces. This ensures that operations can be carried in a smooth and responsible manner.	Safety is critical to building a trusting relationship with our employees, business partners and other stakeholders. We have a duty of care towards the people who work for us.
2. Environmental protection	Responsible usage of resources (such as fuel and water) reduces the environmental impact on the ecology and makes us a prudent and cost-effective organization.	This contributes towards a cleaner, greener and healthier environment as well as improves our economic performance.
3. Compliance	As a listed entity accountable to our shareholders and the wider community, we must uphold strong corporate governance standards and adhere to the rules of the land. In particular, there is zero tolerance towards any form of corruption, bribery or other unethical practices.	Strong governance and corporate reputation have a long-term bearing on our stakeholders' trust and willingness to invest in and work with us.
4. Caring for employees	Our people are critical assets to implementing organizational strategies and creating value for stakeholders. We aim to look after our employees' livelihoods and learning needs, thus becoming a choice employer.	Sound employment policies and practices are essential to attracting, developing and retaining skilled and committed employees.
5. Giving back to the community	We strive to be a socially conscious business by giving back to the local community on an ongoing basis. The community's continued support is critical to the long-term viability and prosperity of Nam Cheong.	Our stakeholders will perceive Nam Cheong as a good corporate citizen and trusted brand.

SAFETY FIRST

At Nam Cheong, safety is of paramount importance across our shipyards, offices, operations and chartering business. This forms the backbone of smoothly-run and incident-free operations vital for sustainable long-term growth.

Safety Management System

With safety as one of the key objectives, Nam Cheong established SKOM Sdn Bhd (formerly known as SK Offshore and Marine Sdn Bhd) (“SKOM”) in 2016 as the dedicated ship management subsidiary to enhance control and improve operational efficiency. Nam Cheong’s SKOM Safety Culture follows the International Maritime Organisation (“IMO”) Safety Management System (“SMS”) code.

Nam Cheong has put in place internal and external audit programmes to ensure that we comply with the IMO standards. In 2019, Lloyds Register has continued as SKOM’s external auditor to ensure compliance with the IMO Code for the Safe Operation of Ships and Pollution Prevention.

SKOM has a dedicated Health, Safety, Security, and Environment (“HSSE”) team. The 7-person team is in charge of two areas – Strategic and Operations. The Strategic HSSE portfolio covers quality, tender vetting, training, procedure development and administrative tasks. The Operations HSSE portfolio looks into the day-to-day operational tasks, client interfacing and vessel audits.

Safety Targets and Performance

SKOM aims to have zero personal injuries with a target of zero Loss Time Injury (“LTI”) every year. Loss Time Injury refers to any injury sustained by an employee resulting in the employee missing work. SKOM’s safety performance from 2016 to 2019 is shown in the table on the right.



Image Shown - SK PRIDE

Key Metrics	2016	2017	2018	2019
Man Hours	130,190	488,579	1,005,245	1,793,120
Fatalities	0	0	0	0
Loss Time Injury (LTI) based on Days Away from Work Cases	0	0	0	0
Restricted Work Cases	0	0	0	0
Medical Treatment Cases	1	1	3	1
Total Recordable Cases	1	1	3	1
Total Recordable Incident Rate (TRIR) based on 200,000 hours	1.536	0.409	0.597	0.1
Total Recordable Case Frequency (TRCF) based on 1,000,000 hours	7.6	2.0	2.9	0.55

From 2016 to 2019, SKOM achieved exponential growth in man-hours while ensuring zero workplace incident fatalities and LTI. This is a testament to ongoing efforts in boosting safety standards and developing a safety-first culture onboard the vessels, which includes having a detailed Hazards and Effects Management process as codified in the Risk Management Manual.

SKOM’s Total Recordable Incident Rate (“TRIR”) and Total Recordable Case Frequency (“TRCF”) ratios had trended downwards during this period. The performance for 2019 has been better than the previous years, and our long-term target is to reduce the TRCF to 0.5, which is the industry benchmark.

Employees’ active feedback and involvement – such as through Unsafe Act, Unsafe Condition (“UAUC”) observations and submissions – are important inputs for the annual review and approval of safety policies. As part of the overall HSSE plan, SKOM runs a Health Risk Assessment (“HRA”) programme for employees. HRA materials are periodically cascaded to all employees to promote awareness and encourage them to take personal responsibility in health and wellness matters.

ENVIRONMENTAL PROTECTION

Fuel Efficiency and Climate Action

Nam Cheong has a strong focus on building and operating a fuel-efficient fleet. This makes our product and service offerings cost-effective and competitive in the market place. It also helps us to protect the environment by reducing air pollution and carbon emissions.

The IMO is committed to minimizing greenhouse gas (“GHG”) emissions from international shipping and aims to reduce carbon intensity across international shipping by at least 40% by 2030 and pursuing efforts towards 70% by 2050. Furthermore, the IMO aims to reduce absolute carbon emissions by at least 50% by 2050.

The IMO has articulated a GHG strategy that includes design and technical measures, operational measures and innovation-centred measures. Collectively, this will reduce carbon emissions progressively and measurably from the business-as-usual scenario. Nam Cheong supports the IMO’s GHG strategy through the following policies and actions:

- We design vessels with advance technologies that are fuel efficient, environmentally friendly, operationally flexible and cost-effective. Our current NCP4000E and NCA80E vessel models incorporate the latest marine technologies and fuel efficiency elements such as the use of medium speed diesel engines for main generators (instead of high-speed diesel) and lean concept electric drives, which results in lower CO2 emissions by about 7% to 10%.
- In our daily operations, the Engineering team holds regular internal meetings to improve efficiency, optimize fuel usage and discuss ways to comply with the latest regulations. One of the current studies is incorporating battery-powered electric propulsion as an operational measure to reduce carbon emissions, e.g. using the electric propulsion’s battery power partially at sea and fully in port areas.

- We invest in research and development. We are keeping a close watch on the latest energy efficient machinery, promoting greater use of diesel electric propulsion with potential of integrating battery hybrid and/or use of dual fuel (liquefied natural gas (“LNG”) or bio-fuel) engines, hull coatings, big data acquisition and analytics, automation and unmanned control, optimizing vessel size and hull shape, speed optimization, speed reduction and weather routing. In the long term, we aim to replace marine fuel oil fully with low carbon LNG, carbon-neutral bio-fuels or even zero carbon fuel (such as hydrogen and ammonia).

SKOM tracks the fuel usage of its operating fleet through a Daily Average Fuel Consumption Report submitted by each vessel. The table below shows 2019’s aggregate annual fuel usage for the fleet under SKOM’s management and the estimated carbon emissions.

Fleet Overview	Aggregate Fuel Usage in 2019	Estimated Carbon Emissions (Scope 1) ¹
<ul style="list-style-type: none"> • Anchor Handling Tug Supply Vessels – 16 • Platform Supply Vessels – 7 • Accommodation Work Boats – 5 • Accommodation Work Barge – 1 • Standby Vessel - 1 	43,900 tonnes (marine gas oil)	140,800 tonnes (CO ₂) ²

¹ According to the GHG Protocol Corporate Standard, Scope 1 emissions are direct emissions from an organization’s owned or controlled sources.

² The conversion from fuel usage to CO2 emissions is based on the IMO’s emission factor of 3.2.

Waste Management

SKOM has a target of no harm to the environment. The vessels under SKOM track the amount, type and discharge point of all vessel-generated waste. All waste is recorded as hazardous and non-hazardous waste. In 2019, SKOM included the tracking of cargo residuals and tank washing wastes. A new e-waste category was added as well, which includes any electronic equipment, including its components, sub-assemblies and consumables when disposed of as waste materials. SKOM adheres to the International Convention for the Prevention of Pollution from Ships (“MARPOL”), which prescribes that no waste is to be discharged into the sea to minimize pollution and reduce adverse impact on marine life.

Ballast water is used to stabilize vessels at sea. While it is critical for safe and efficient operations, it can pose ecological issues if not managed properly due to marine species carried in the ballast water. To prevent the unintended transfer of invasive species and impact on indigenous marine life, the International Convention for the Control and Management of Ships’ Ballast Water and Sediments (“BWM Convention”) was adopted by the IMO Member States and came into force on 8 September 2017. SKOM’s vessels comply with the Convention, such as implementing a ballast water management plan and carrying a ballast water record book. Nam Cheong had taken the proactive step of implementing Regulation D-3 of the Convention on some vessels built in 2012, ahead of the Convention’s enforcement in 2017. Regulation D-3 requires that ballast water management systems must be approved by the IMO.

SKOM’s operations in 2019 did not record any adverse impact on nature areas or biodiversity. The vessels’ cargo handling systems were designed to contain any onboard oil spills and minimize the environmental impact. Thanks to well-documented procedures and staff vigilance, there were no recorded incidents of onboard oil spills in the Safety Management System.

COMPLIANCE

Compliance Philosophy

Compliance and good governance are critical for Nam Cheong as an established and publicly listed corporate citizen. Compliance, insofar as adhering to applicable domestic and international laws and regulations, cuts across all our areas of work.

Our corporate philosophy towards ensuring good compliance is as follows:

- The external environment is dynamic and we have to constantly adapt and pivot how we conduct our business, which includes understanding new rules and mitigating governance risks.
- We constantly educate our people on regulatory matters and instil in them the individual and collective responsibility to follow all rules and report any form of wrongdoing.
- We have an in-house compliance unit to advise on key compliance issues, clarify doubts and provide an added level of assurance.

Nam Cheong keeps a watchful eye on four business-critical areas: safety, labour laws, environmental protection as well as anti-bribery and anti-corruption. These areas are important because any infringements can result in business disruptions, impact to life and limb, as well as reputational loss. There are various Standard Operating Procedures (“SOPs”) in place to check on the performance and compliance standards, particularly onboard the vessels. Safety, labour matters and environmental protection are material ESG factors and have been discussed in the other sections of this Sustainability Report.

Anti-Bribery and Anti-Corruption

Nam Cheong has in place a clear and extensive anti-bribery and anti-corruption policy that applies to all employees and external business partners. Critical aspects of this policy include:

- The Company’s officers and employees shall be responsible for upholding the anti-bribery and anti-corruption policy and adhering to relevant laws in any jurisdiction where our business operates.
- We are committed to conducting business in an ethical and honest manner, and implementing systems to prevent bribery.
- We have zero tolerance for bribery and corrupt activities.
- Any officer, employee or business partner who commits a violation, fails to report potential violations or misleads or hinders investigators inquiring into potential violations shall be subject to disciplinary action.

Any non-compliance will be handled according to the decision of the domestic inquiry, which will include whether any punishment is deemed appropriate. In any event of a major non-compliance (such as criminal activity), a police report will be lodged accordingly.

In 2019, there were no cases of corruption or bribery-related investigations or disciplinary actions.



WHISTLE BLOWING SYSTEM

Nam Cheong has a Whistle Blowing System for employees to confidentially report on any form of improper behaviour, which includes alleged corruption or bribery-related activities.

Employees can provide their whistle blowing observations and concerns in writing, through the telephone or in person. All disclosures are sent directly to Nam Cheong’s Human Resource Department.

Nam Cheong shall investigate any received disclosures fully and promptly. All disclosures are treated with the strictest confidence and employees who report any suspicious activities in good faith will be protected against possible retaliation.

In 2019, we did not receive any disclosures of alleged corruption or bribery-related activities through the Whistle Blowing System.



Image Shown - SK ATOMIK

CARING FOR EMPLOYEES

Human Resource Overview

Nam Cheong has implemented a company-wide Human Resource (“HR”) framework focused on the comprehensive development and wellbeing of all staff. The policies are communicated to all staff through briefings and the employee handbook.

We constantly cultivate a positive work environment at all levels that empowers and motivates all employees to learn, grow and contribute. This is recognizing that our people make the difference in running safe and smooth operations, keeping our customers happy, and ensuring that our business practices are honest and sustainable.

In 2019, we had 245 onshore employees on our payroll, of whom 91% were based in Malaysia and 9% in Singapore. The 245 employees exclude offshore crew who are engaged on short-term contracts based on vessel on/off requirements.

We adhere to the labour laws in Malaysia and Singapore, including the statutory retirement ages. When an employee reaches his or her retirement age and is eligible for re-employment, Nam Cheong will provide an option of a fixed term contract, renewable annually.

Our local offices create a culture of inclusiveness and engagement by organizing monthly get-together events, such as a group breakfast to celebrate a local ethnic festival. Such events are organized by various levels of employees, thus allowing them to exercise their creativity and leadership. Some events are conducted through video-conferencing to link the different offices and foster a cross-border and cohesive corporate culture.

Training and Development

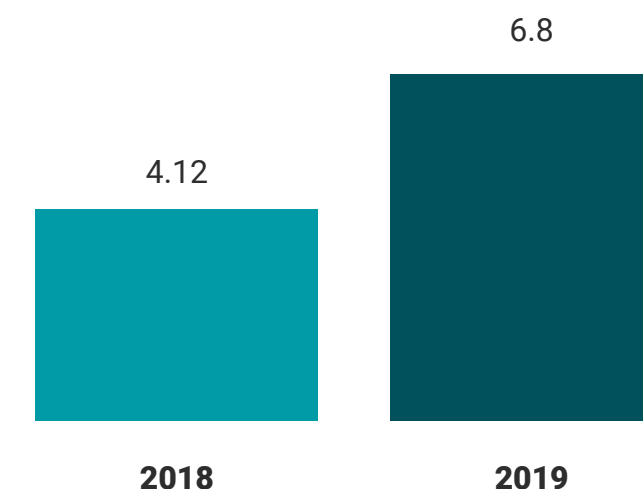
Nam Cheong offers a wide variety of training courses for all staff to enhance their functional efficiency and future employability. This includes personal development and specialized courses, such as the following:

- Microsoft Office PowerPoint available to all employees.
- Internal Inspection and Auditing for Marine Labour Convention (“MLC”) requirements for marine services managers.
- Update and refresher course for all HSSE personnel.
- Payroll and statutory compliance course for new HR personnel.
- Introductory course for IT and Accounts personnel on how to produce a customized Jet Report.

Nam Cheong adheres to strict standards in terms of the training delivery and outcomes. All of Nam Cheong’s internal and external courses are curated in accordance to respective industry and charter requirements and best practices. Trainers will have to be registered with or accredited by the relevant industry authorities such as SkillsFuture Singapore and the Malaysian Human Resources Development Fund.

Nam Cheong is committed to equipping its workforce with the necessary knowledge and skills. Training hours per onshore employee increased by 65.0% from 4.12 hours in 2018 to 6.8 hours in 2019 due to more participants at in-house courses. Our target is to achieve 8 hours of training per onshore employee. For offshore crew, the training periods range from 1 to 4 days, depending on each customer’s needs and compliance requirements.

Training Hours Per Employee



In 2019, annual performance evaluation was carried out for 65 eligible employees, i.e. 26.5% of the onshore staff strength of 245. This was to assess which employees would qualify for promotion and career development opportunities.

GIVING BACK TO THE COMMUNITY

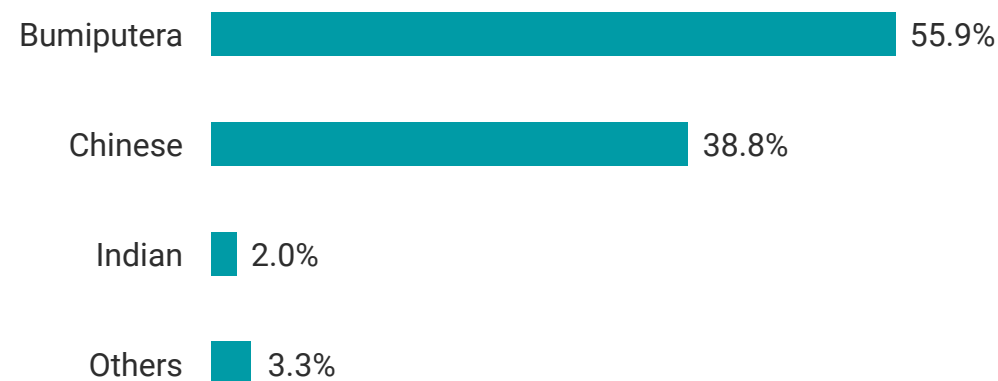
Employment and Economic Opportunities

As a company founded in 1968, Nam Cheong’s salient community contributions have consistently been in creating steady employment and economic opportunities for Malaysians and Singaporeans, the two countries where our company operates. This is in line with our belief that the best way to help the local community is to provide meaningful and stable jobs.

It is stated in our recruitment policies that “The principle of equal employment prohibits discrimination in employment on the basis of race, colour, religion, gender, national origin, age and disability unrelated to job requirement, genetic information or other protected status.” Equal employment allows Nam Cheong to attract good people from a wider talent pool and contribute back across social boundaries. There were no incidents or reports of any form of employment discrimination in 2019.

Our workforce has a 26:74 female to male gender ratio and draws from diverse ethnic and national backgrounds, as shown in the charts below.

Onshore Employees by Ethnicity



Onshore Employees by Nationality



In order to recruit for replacement and growth, we reach out to prospective employees through various online and offline channels such as LinkedIn, the JobStreet job portal, Facebook and recruitment agencies. We also offer part-time roles and attachments to students during the school vacations. These recruitment efforts provide a regular platform for Nam Cheong to brand and market our employer value proposition of growth opportunities, empowerment and a culture of diversity.

Public Service

In 2019, Nam Cheong’s Executive Chairman Tan Sri Datuk Tiong served on various school boards and was an active volunteer in various clan and business associations. This included Tai Sri Datuk Tiong serving as the Honorary Life President of the Sibu Chinese Chamber of Commerce and Industry and the Honorary President of The Associated Chinese Chambers of Commerce and Industry of Sarawak (“**ACCCIS**”). Such public service platforms allowed Nam Cheong to engage the local communities, understand their developmental needs so that we could contribute more effectively through economic and social means.

In July 2019, Nam Cheong provided a cash sponsorship to the Methodist Welfare Services (“**MWS**”) Fellowship on the Greens fundraising event in Singapore. This was in recognition of the charity’s commendable work in supporting low-income and vulnerable families and individuals through its network of 20 centres and outreach programmes across Singapore.



Images Shown - Employees and crew onboard

GRI CONTENT INDEX

GRI Standards		Page Number/External Reference
GRI 102: GENERAL DISCLOSURES 2016		
Organisation Profile		
102-1	Name of the organization	Page 1
102-2	Activities, brands, products and services	Corporate website (http://www.namcheong.com.my/)
102-3	Location of headquarters	Corporate website
102-4	Location of operations	Corporate website
102-5	Ownership and legal form	Corporate website
102-6	Markets Served	Corporate website
102-7	Scale of the organisation	Corporate website
102-8	Information on employees and other workers	Page 9 (Human Resource Overview)
102-9	Supply chain	Corporate website
102-10	Significant changes to organisation and its supply chain	Nil
102-11	Precautionary principle or approach	Nam Cheong is committed to environmental protection. If there are reasonable grounds for us to exercise caution, even if scientific evidence is unavailable or inconclusive, we will endeavour to minimize any environmental harm
102-12	External initiatives	Page 6 (IMO Safety Management System code), page 7 (IMO Greenhouse Gas Strategy)
102-13	Membership of associations	Page 10 (Public Service)
Strategy		
102-14	Statement from senior decision maker	Page 3 (Board Statement)
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Page 8 (Compliance Philosophy)
Governance		
102-18	Governance structure	Corporate website

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GRI Standards		Page Number/External Reference
Stakeholder Engagement		
102-40	List of stakeholder groups	Page 4 (Stakeholder Engagement)
102-41	Collective bargaining agreements	Nam Cheong's employees are not covered under any collective bargaining agreement
102-42	Identifying and selecting stakeholders	Page 4 (Stakeholder Engagement)
102-43	Approach to stakeholder engagement	Page 4 (Stakeholder Engagement)
102-44	Key topics and concerns raised	Page 4 (Stakeholder Engagement)
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Annual Report available on the corporate website
102-46	Defining report content and topic boundaries	Page 4 (Overview)
102-47	List of material topics	Page 5 (Material ESG Factors)
102-48	Restatements of information	Nil
102-49	Changes in reporting	Nil
102-50	Reporting period	Page 4 (Overview)
102-51	Date of most recent report	May 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Enquiries can be emailed to: (enquiry@ncl.com.sg)
102-54	Claims of reporting in accordance with GRI Standards	Page 4 (Overview)
102-55	GRI content index	Page 11 (GRI Content Index)
102-56	External assurance	Nil
TOPIC-SPECIFIC STANDARDS		
Safety		
GRI: 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Page 5 (Material ESG Factors)
103-2	The management approach and its components	Page 6 (Safety Management System), Page 8 (Compliance)

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GRI Standards		Page Number/External Reference
103-3	Evaluation of the management approach	Page 6 (Safety Targets and Performance)
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Page 6 (Safety Management System)
403-2	Hazard identification, risk assessment, and incident investigation	Page 6 (Safety Management System)
403-3	Occupational health services	Page 6 (Safety Management System)
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 6 (Safety Targets and Performance)
403-5	Worker training on occupational health and safety	Page 6 (Safety Targets and Performance)
403-6	Promotion of worker health	Page 6 (Safety Targets and Performance)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 6 (Safety Management System)
403-8	Workers covered by an occupational health and safety management system	Page 6 (Safety Management System)
403-9	Work-related injuries	Page 6 (Safety Targets and Performance)
403-10	Work-related ill health	Page 6 (Safety Targets and Performance)
Environmental Protection		
GRI: 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Page 5 (Material ESG Factors)
103-2	The management approach and its components	Page 7 (Fuel Efficiency and Climate Action), Page 7 (Waste Management), Page 8 (Compliance)
103-3	Evaluation of the management approach	Page 7 (Fuel Efficiency and Climate Action), Page 7 (Waste Management)
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Page 7 (Fuel Efficiency and Climate Action)
GRI 306: Effluents and Waste 2016		
306-1	Water discharge by quality and destination	Page 7 (Waste Management)

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GRI Standards		Page Number/External Reference
306-2	Waste by type and disposal method	Page 7 (Waste Management)
306-3	Significant spills	Page 7 (Waste Management)
306-4	Transport of hazardous waste	Page 7 (Waste Management)
306-5	Water bodies affected by water discharges and/or runoff	Page 7 (Waste Management)
Compliance		
GRI: 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Page 5 (Material ESG Factors)
103-2	The management approach and its components	Page 8 (Compliance)
103-3	Evaluation of the management approach	Page 8 (Compliance)
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Page 8 (Anti-Bribery and Anti-Corruption)
205-2	Communication and training about anti-corruption policies and procedures	Page 8 (Anti-Bribery and Anti-Corruption)
205-3	Confirmed incidents of corruption and actions taken	Page 8 (Anti-Bribery and Anti-Corruption)
Human Resource		
GRI: 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Page 5 (Material ESG Factors)
103-2	The management approach and its components	Page 9 (Human Resource Overview)
103-3	Evaluation of the management approach	Page 9 (Human Resource Overview)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Page 9 (Training and Development)
404-2	Programs for upgrading employee skills and transition assistance programs	Page 9 (Training and Development)
404-3	Percentage of employees receiving regular performance and career development reviews	Page 9 (Training and Development)

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GRI Standards		Page Number/External Reference
Community Impact		
GRI: 103: Management Approach 2016		
103-1	Explanation of the material topic and its boundary	Page 5 (Material ESG Factors)
103-2	The management approach and its components	Page 10 (Employment and Economic Opportunities)
103-3	Evaluation of the management approach	Page 10 (Employment and Economic Opportunities)
GRI 406: Non-Discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Page 10 (Employment and Economic Opportunities)
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 10 (Public Service)
413-2	Operations with significant actual and potential negative impacts on local communities	Nil



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