

**Board's Message**

The Board of Directors (the "Board" or the "Directors") of NGSC Limited ("NGSC", "we", or the "Company" and together with its subsidiaries, the "Group") is pleased to issue our 4<sup>th</sup> Sustainability Report (the "Report") in line with the Singapore Exchange ("SGX") guidelines on Sustainability Reporting. We seek to provide stakeholders with a better understanding of our business and our approach to creating long-term value.

As an investment holding company, the Group recognises the global concerns on climate change, economic volatility, concerns in business ethics and trust, growing social needs, and changing consumer expectations on the role of businesses. The Group noted that the outbreak of the Coronavirus Disease 2019 ("COVID-19") pandemic continues to pose a formidable challenge to the global operating environment. The Group has been working on increasing shareholders value and mitigating the impact on the business.

The Group's corporate values are professionalism, integrity, commitment, and conviction. We consider the well-being of our employees, the environment, and societies in which we operate to be integral to sustainable growth.

The Board oversees the management and governance of sustainability and the selection of priority material factors. We are committed to maintaining good corporate governance, transparency, and accountability, and do so using a set of internal policies, structure, and processes, which include risk management, data protection, and anti-corruption policies.

To enhance the content of this Report, we have improved our sustainability approach by expanding our sustainability disclosure and including more key performance indicators. In addition, the Group's performance on the targets set in the previous sustainability report was closely monitored. Despite the overall challenging business environment, we managed to meet the majority of the targets set. The results are shown in the section headed "Sustainability Targets".

On behalf of the Board and Management of NGSC, we wish to thank all who have been with us throughout our sustainability journey so far. We look forward to your continued partnership and support.

Yours sincerely,

**Dr. Michael Kuan-Chi Sun**  
**Executive Director**

## About This Report

### Reporting Framework

This Report was prepared in accordance with Rules 711A and 711B of the Listing Manual of the Singapore Exchange Securities Trading Limited (“SGX-ST”) – Sustainability Reporting Guide. This Report was also prepared with reference to the Global Reporting Initiative (“GRI”) Standards to allow a comparison of our performance over the years. We have chosen to adopt the GRI Sustainability Reporting Standards as it is the most widely accepted global framework for voluntary corporate reporting of environmental and social performance. In articulating our approach, we have applied the GRI principles of accuracy, balance, clarity, comparability, reliability, and timeliness. This Report is also in line with SGX-ST’s ‘comply or explain’ requirements for sustainability reporting.

The Report references the following topic-specific disclosures:

- GRI 205: Anti-corruption 2016
- GRI 302: Energy 2016
- GRI 306: Waste 2020
- GRI 307: Environmental Compliance 2016
- GRI 401: Employment 2016
- GRI 404: Training and Education 2016
- GRI 405: Diversity and Equal Opportunity 2016
- GRI 406: Non-discrimination 2016
- GRI 418: Customer Privacy 2016

### Scope of Reporting

The Report focuses on the evaluation and measurement of the Group's business performance in terms of environmental, social and governance (“ESG”) issues and covers the overall performance of its office in Singapore. The ESG key performance indicator data is gathered and included companies and subsidiaries under the Group’s direct operational control, therefore joint ventures are excluded. We have relied on our internal monitoring and verification to ensure the accuracy of data. We have not sought external assurance for this Report and we may consider doing so for future sustainability reports.

### Reporting Period

Unless otherwise stated, this Report covers the Group’s overall sustainability performance from 1 April 2020 to 31 March 2021 (“FY2021”).

**Format of Reporting**

In line with our environmental conservation efforts, we will not be printing any hard copies of this Report. An electronic edition of this Report is made available on the SGXNET and NGSC's website.

**Contact Us**

You are welcome to provide feedback or suggestions on this Report and our sustainability performance by writing to our principal place of business located at 96 Robinson Road, #12-04 SIF Building, Singapore 068899.

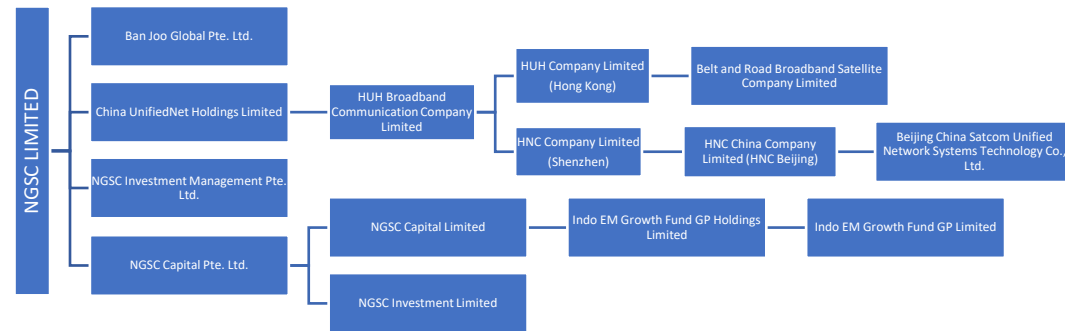
**Company Information**

NGSC, headquartered in Singapore, is an investment holding company. Through its joint venture, the Group is engaged in the business of providing satellite-based services to a variety of industries including educational and financial institutions in the People's Republic of China ("PRC").

The Company's core businesses through its joint venture in the PRC include: (1) sale of satellite communications equipment, (2) provision of satellite-based communication services to enable telecommunication services in remote areas of the PRC and (3) provision of international network and engineering services.

In FY2021, the COVID-19 pandemic continued to be severe globally, which forced the Group to cease or limit business operations until countries reopen their borders. Strict measures were taken to contain the spread of COVID-19, including restricted movement of transport vehicles, travel bans, social distancing and closure of non-essential services. This has taken a toll on the global economic prospects and resulted in an economic slowdown, which will have an impact on the business and operations of the Group. As it is not possible to estimate the duration and consequences of the COVID-19 as well as its impact on the financial position and business of the Group, we will continue to closely monitor the economic environment in the future.

## Corporate Structure (as at 31 March 2021)



## Our Vision

The Company's vision is to become a leading satellite communications and telecommunication solutions service provider in Asia. The Group will continue to seek business opportunities in the region.

## Our Corporate Values

### Professionalism

- We uphold high quality ethical standards and remain competent.

### Commitment

- We commit to supporting the interest of stakeholders.

### Integrity

- We maintain a sense of integrity, honesty and discipline.

### Conviction

- We provide innovative solutions to societies.

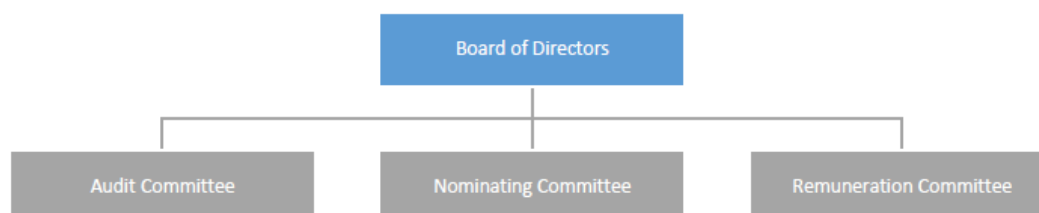
## Membership of Associations

NGSC is a member of the Singapore Institute of Directors and the Singapore Business Federation, these memberships have provided a platform for our directors and selected employees to network and to explore potential commercial opportunities with fellow members. NGSC reviews the need to participate in external bodies on an ongoing basis for the purpose of establishing business relationships.

## External Initiatives

Due to the nature of business operations of NGSC, and that our corporate structure is lean as we are an investment holding company, external initiatives may not achieve the intended effect as our headcount is small. Notwithstanding that, NGSC is aware of the need to demonstrate our commitment to sustainability-related causes. In this regard, the Company will continue to explore opportunities to participate in external initiatives.

## Governance Structure



### **Board of Directors**

- Dr Michael Kuan-Chi Sun (Executive Director)
- Mdm Sri Tjintawati Hartanto (Non-Executive Non-Independent Director)
- Ms Wang Xiao Zheng (Non-Executive Non-Independent Director)
- Mr Lee Chia Sin (Independent Director)
- Mr Mahtani Bhagwandas (Independent Director)

### **Audit Committee**

- Mr Mahtani Bhagwandas (Chairman)
- Mr Lee Chia Sin
- Mdm Sri Tjintawati Hartanto

### **Nominating Committee**

- Mr Lee Chia Sin (Chairman)
- Mr Mahtani Bhagwandas
- Mdm Sri Tjintawati Hartanto

### **Remuneration Committee**

- Mr Lee Chia Sin (Chairman)
- Mr Mahtani Bhagwandas
- Ms Wang Xiao Zheng

We have a clear and effective governance structure in place that is supported by policies, standards, practices, and guidelines. Our corporate governance structure comprises Independent and Non-Independent Directors who oversee and monitor political, operational, and environmental trends and risks that could affect business activities.

In order to have systematic management of the ESG issues, the Group has arranged designated personnel from various departments to handle ESG management as a working group. The working group is responsible for managing and monitoring our sustainability practices and the Board is updated on any material developments. Regular discussions are carried out on key issues in sustainability such as policies and measures implementation, stakeholder engagement, materiality topics, strategic planning, and goal setting.

### Our Sustainability Approach

#### Stakeholders' Engagement

The Group values the opinions of its stakeholders and reviews the related ESG policies regularly. In order to address the key concerns of stakeholders, close communication is maintained to understand their feedback on ESG topics. We are continuously improving the adequacy and effectiveness of our risk assessment processes in response to the changing business and operating environments. Through regular stakeholder engagement, we identify and review material issues that are most relevant and significant to us and our stakeholders. We prioritise the sustainability issues that are material to the business and stakeholders.

The following table summarises our key stakeholders, engagement platforms, and their key concerns:

Stakeholders	Key Concerns	Engagement Platforms	Frequency
Employees	<ul style="list-style-type: none"> <li>● Staff rights</li> <li>● Safety and wellness</li> <li>● Environmental responsibility</li> </ul>	Staff appraisals	Annually
		Internal announcements	Regularly
Customers	<ul style="list-style-type: none"> <li>● Quality of products and services</li> <li>● Complaint handling mechanism</li> </ul>	Company website	Ongoing
Shareholders	<ul style="list-style-type: none"> <li>● Timely reporting</li> </ul>	Annual general meeting	Annually
		Financial reports and result announcements	Quarterly
		Circulars to shareholders	On an as-needed basis
Business partners and suppliers	<ul style="list-style-type: none"> <li>● Partnership for opportunities and growth</li> </ul>	Conference meetings and multilateral discussions	Throughout the year

Government and regulators	<ul style="list-style-type: none"> <li>● Environmental-friendly business approach</li> </ul>	SGX announcements	Throughout the year
	<ul style="list-style-type: none"> <li>● Compliance with regulations</li> </ul>	Discussion with regulators	On an as-needed basis
Public and community	<ul style="list-style-type: none"> <li>● Environmental protection</li> <li>● Community participation</li> </ul>	Sustainability reports	Annually

### **Identifying Material Sustainability Topics**

The Group’s management and staff in major functions were involved in the preparation of this Report in order to assist the Group in reviewing its operations and identifying the relevant sustainability issues. We adopted a four-step materiality assessment process to assess the importance of matters relevant to our business and stakeholders. A survey had been conducted in accordance with the identified material topics to collect information from relevant departments of the Group.

We recognise their concerns and undertook a comprehensive materiality assessment following leading practices outlined in the GRI Standards. Going forward, we will continue to evaluate and review our material ESG topics with our stakeholders to ensure their relevance to the Group’s operation.

The Group has adopted a four-step materiality assessment process summarised below:

1

**Identification**

A preliminary list of ESG matters were selected after discussion and analysis performed by the working group and the Board.

2

**Prioritisation**

The identified ESG issues were ranked and prioritised based on the significance of impacts and degree of influence on our internal and external stakeholders.

3

**Validation**

Material issues that were identified in Step 2 were presented to the Board for validation and approval.

4

**Review**

Material issues that were approved by the Board will continue to be re-assessed in subsequent reporting periods to ensure that reported topics remain relevant and material.

Materiality assessments are conducted regularly in the form of survey. 9 sustainability-related issues were identified and concerns of the stakeholders have been reviewed and discussed with the management and disclosed in the Report. The materiality matrix of the Group is as follows:



**Sustainability Targets**



The Group's management reviews and monitors our sustainability progress constantly. On top of that, sustainability-related targets are set and reviewed annually to achieve sustainable development. The table below summarises our sustainability performance in FY2021 and targets for FY2022:

Topics	Targets for FY2021	Performance Update
Anti-corruption	<b>Zero</b> incidence of fraud, corruption, and unethical actions.	The Group was not aware of any non-compliance with the relevant laws and regulations related to anti-corruption, bribery, extortion, fraud, and unethical actions in FY2021.
Risk Management	Conduct Enterprise Risk Management at least once every year.	There was no Enterprise Risk Management conducted in FY2021 as it was not considered to be in line with the Group's priorities.
Training and Education	Increase total training hours per employee.	The process towards the target is still ongoing due to the impact of COVID-19.
Customer Privacy Protection	Uphold the highest standards of customer data privacy protection and ensure compliance with the Personal Data Protection Act ("PDPA") and Company's policy.	The Group was not aware of any non-compliance with the PDPA in FY2021.
Supply Chain Management	Ensure <b>100%</b> of business partners and service providers engaged comply with ethical laws and regulations.	The Group was not aware of any non-compliance of its business partners or service providers in relation to ethical laws and regulations in FY2021.
Environmental Compliance	<b>Zero</b> incidence of non-compliance with relevant environmental laws and regulations.	The Group was not aware of any non-compliance with the relevant laws and regulations related to air and greenhouse gas emissions, discharges into water and land, and

		generation of hazardous and non-hazardous waste in FY2021.
<b>Topics</b>	<b>Targets for FY2022</b>	
Anti-corruption	<b>Zero</b> incidence of fraud, corruption, and unethical actions.	
Training and Education	Increase or maintain total training hours of employees.	
Customer Privacy Protection	Uphold the highest standards of customer data privacy protection and ensure compliance with the PDPA and Company's policy.	
Supply Chain Management	Ensure <b>100%</b> of business partners and service providers engaged comply with ethical laws and regulations.	
Environmental Compliance	<b>Zero</b> incidence of non-compliance with relevant environmental laws and regulations.	

<b>Anti-Corruption</b>
<p>The prevention of fraud, money laundering, and the financing of terrorism is of critical importance across all the markets. To demonstrate our zero tolerance towards acts of bribery, corruption, and fraud, we have implemented processes relating to Anti-Money Laundering and Combating the Financing of Terrorism and unilateral and domestic sanctions laws and regulations in jurisdictions in which we operate. As we are committed to conducting business following all applicable regulations and the highest ethical standards, this commitment is embodied in our Code of Conduct. We have communicated the relevant policies and procedures to all our governance body members and employees. Any employee who contravenes the policies may be subject to disciplinary action up to and including termination of employment. If the breach is significant, it may also lead to the prosecution of the parties involved. To ensure all employees are clear about the acceptable standards and procedures in business dealings, annual compliance training sessions are held for employees.</p> <p>In FY2021, the Group was not aware of any non-compliance with the relevant laws and regulations that have a significant impact on the Group, concerning anti-corruption, bribery, extortion, fraud, and unethical actions, including but not limited to the "Prevention of Corruption Act".</p> <p><b>Whistleblowing Policy</b></p> <p>A whistleblowing policy is also in place as a safe channel for employees to discourage practices and activities that are in violation of the work ethics and rules of the Group. Employees and any other parties are encouraged to report unlawful, unethical, or fraudulent activities or practices in strict confidence. All whistle-blowing reports are</p>

submitted to the Audit Committee Chairman and other Independent Directors of the Company. The identities of whistle-blowers are strictly kept in confidence to the extent possible to facilitate independent investigations for appropriate remedial and follow-up actions. We believe that this will not only encourage openness and promote transparency but also act as a form of check and balance against the internal controls and risk management practice. The Whistleblowing Policy was intended to act as an internal reporting structure that enables and encourages employees, and external parties, to raise concerns, in confidence, about possible irregularities within the Group.

#### **Conflict of Interest**

Employees are required at all times to declare conflicts of interests, whether it is direct or indirect, or whether it is actual or potential. All employees including the management team and the Board are required to make declarations of any existing or potential interest in companies and the nature of the interest on an annual basis, and update when appropriate voluntarily. The Code of Conduct is intended to communicate our values of integrity and respect for people to our employees, management and Directors, help them recognise and make informed decisions on ethical issues, assist in creating a culture of the highest ethical and business standards, and provide mechanisms to report unethical conduct.

#### **Risk Management**

Risk management is considered as a strategic activity within NGSC. Our ability to manage risks creates opportunities as well. Corporate-level identification and management of risk are accomplished by using an Enterprise Risk Management approach. The Board of Directors is responsible for overseeing the overall risk management process. The Board reviews and updates the enterprise risk assessment where necessary. Committees of the Board and the Board as a whole participate in the oversight of the process. The Audit Committee ensures there is a risk management process, which is implemented accordingly. Responsibility for managing risk rests with executive management.

#### **Customer Privacy Protection**

Safeguarding our shareholders' data is of paramount importance to the Group and we are committed to maintaining the utmost privacy and security of their personal data. We conduct our business in compliance with the requirements of the PDPA, which governs the collection, use, disclosure, and care of personal data.

We have established data protection policies and procedures in compliance with the PDPA and have also appointed key management personnel who are responsible for the following:

- Include aspects of compliance with the PDPA when developing and implementing policies and processes for handling personal data;

- Disseminate data protection policies to all employees through shared drives and cultivate culture on compliance within the Group;
- Manage personal data protection related queries and complaints from the Group's stakeholders;
- Alert management to any risks that might arise concerning personal data; and
- Report any data protection matters to the Personal Data Protection Commission, where necessary.

Our employees are also aware of keeping business-related information confidential. The Group has in place procedures limiting data access rights of our employees commensurate to their scope of work as a measure to manage data privacy risk. These include password authorisation by levels of responsibility for access to sensitive data. Access to data is granted on a need-to basis. In line with the PDPA requirements, we are in the process of formalising the process and appointing a third-party service provider for the proper disposal of physical documents.

In FY2021, there was no substantiated complaints concerning breaches of privacy and loss of customer data. In addition, the Group was not aware of any non-compliance with the relevant laws and regulations related to customers' privacy, including but not limited to the PDPA. Moving forward, the Group targets to handle customer data responsibly in a secure operating environment as well as ensuring data are not being used for other purposes without adequate authorisation.

#### **Business Partners Management**

NGSC works with its subsidiaries in developing a sustainable relationship with business partners for its existing business model. As an investment holding company, we assess factors such as business partners' and service providers' core values, expertise, financial performance, and conformance to government regulations. The Company and its subsidiaries work closely to ensure our business partners and service providers have met requirements in regard to quality as well as environmental and social standards.

We have standards and stringent procedures in place to identify, monitor, and manage risks and opportunities when selecting business partners and service providers. We review and evaluate all business partners and service providers prior to selection and regularly monitor and assess them during operation. Business partners and service providers are subjected to annual performance evaluations and may be suspended or removed from the approved list if they fail to fulfill our standards. The termination of relationship may also occur in the event any of them commits by any substantial violation of related laws and regulations.

## **Employment and Labour Practice**

### **Human Resource Management**

Employees are the foundation for supporting the development of NGSC. We are of the firm belief that all employees should be provided with a working environment that enables them to be productive and work to the best of their abilities. Hence, the Group has established relevant policies to fulfil its vision on people-oriented management. The human resources managing procedures are formally documented as an Employee Handbook, covering the aspects of recruitment, compensation, promotion, working hours and rest periods, diversity and equal opportunity, etc. The Employee Handbook does not only serve to standardise employment practices, it also respects and safeguards the legitimate interests of every employee, endeavouring to protect employees' occupational health and safety.

The Group understands that good benefits and welfare encourages retention and fosters a sense of belonging. We offer attractive remuneration packages, including discretionary bonuses, allowances, overtime, and medical claims. In addition to the entitlement of leaves stipulated by relevant laws and regulations, the Group provides a variety of leaves to cater to the needs of its employees, including but not limited to emergency leave, marriage leave, compassionate leave, and parental leave. In FY2021, 1 employee took parental leave and returned to work after the leave had ended.

### **Training and Education**

We believe in encouraging the development of our employees and grooming them to their fullest potential, personally and professionally. Hence, we are committed to learning and development programmes to drive productivity and develop the personal effectiveness of our employees. As part of the Company's initiatives, our employees select and manage a curriculum that is aligned with their core role responsibilities and personal development interests.

Employees were encouraged to reflect on their performance over the financial year. During the employee appraisals, we recognise every employee for their valuable contributions at work, identify areas of improvement, and have set achievable targets for the next review period.

### **Diversity, Equal Opportunity and Anti-discrimination**

The Group recognises the value of a diverse and skilled workforce and is dedicated to providing equal opportunities in all aspects of employment. Employees face no discrimination regardless of race, religion, colour, gender, physical or mental disability, age, place of origin, marital status, and sexual orientation and thus allowing them to be treated fairly in every aspect including recruitment, salary, training, and promotion. With the aim

of ensuring fair and equal protection for all employees, the Group emphatically states its zero tolerance stance on discrimination in the workplace of any form.

The Group strives to ensure that complaints, grievances, and concerns, including whistleblowing, are dealt with promptly and confidentially. Employees can raise concerns and report incidents without fear of reprisals. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

There were no incidents of discrimination during FY2021, and the Group aims to maintain this record for the forthcoming year. As at 31 March 2021, the Group had a total of 3 employees, 1 of whom was male management personnel aged between 30 to 50, while another 2 were female general staff aged under 30.

### **Environmental Protection**

As an investment holding company which operates in an office setting, the environmental impact of business operation is minimal. Nevertheless, the Group is committed to building an environmentally friendly corporate image and strives to reduce our environmental impact including the consumption of electricity and paper by integrating various green practices into our daily operations.

#### **Building a Green Office**

The Group's energy consumption is limited to the electricity used in our offices. We have implemented energy control policy and adopted various energy-saving measures, such as using energy-saving equipment and setting all printers, copiers, and computers to the energy-saving mode where possible. To raise the awareness of energy conservation, the Group encourages employees to establish energy-saving habits at the office, such as switching off lights and electronic appliances before leaving the office.

In FY2021, the electricity consumption of the Group's major operation, which is the office located in Singapore, was approximately 9,451 kWh. The intensity of electricity consumption was approximately 3,150 kWh per employee. Given the need to practice social distancing during the COVID-19 pandemic, the Group has implemented work-from-home arrangement for its employees since June 2020, so the electricity consumption in FY2021 was significantly lower than the normal level. As a result, the intensity of total energy consumption decreased by approximately 18.7% from approximately 3,876.5 kWh in FY2020 to approximately 3,150.33 kWh in FY2021. For information on the Group's workforce, please refer to the section headed "Diversity, Equal Opportunity and Anti-discrimination".

Summary of energy consumption in FY2021 and FY2020:

Types of energy	Unit	FY2021	FY2020
Direct energy consumption	kWh	-	-
Indirect energy consumption – Purchased electricity	kWh	9,451	15,506 <sup>[1]</sup>
<b>Total energy consumption</b>	<b>kWh</b>	<b>9,451</b>	<b>15,506</b>
<b>Intensity</b>	<b>kWh/employee</b>	<b>3,150.33</b>	<b>3,876.50</b>

[1]: Indirect energy consumption data in FY2020 has been restated.

Due to its business nature, the Group does not generate any hazardous waste in its operation. The major type of waste generated by our operation is office paper, for which the Group has taken various measures to minimise the impact and promote the “paperless office” concept. In particular, we facilitate the use of electronic means for communication. We also encourage duplex printing and single-side printed papers reusing by setting up collection boxes near the printers. In addition, we encourage employees to reduce the use of one-off products to mitigate the disposal of general waste.

Other than encouraging employees to reduce waste generation, the Group supports a circular economic model where resources are recycled. Waste separation bins are set up in the office to collect recyclables. The collected recyclables are transported to recycling facilities in due course. During FY2021, the Group collected 2 kg of paper and 5 kg of cardboard for recycling. In the coming years, the Group will continue to facilitate waste recycling.

In FY2021, the Group’s office located in Singapore disposed of approximately 46.79 kg of non-hazardous waste, which comprised mainly office paper. As the Group needed to handle more paperwork and expanded its disclosure to include data on cardboard waste in FY2021, the amount of non-hazardous waste increased by approximately 50% from approximately 31.19 kg in FY2020. The Group will continue to review its environmental policies regularly and take necessary measures to improve its efficiency of resources use.

Summary of non-hazardous waste produced in FY2021 and FY2020:

Type of non-hazardous waste	Unit	FY2021	FY2020
Office paper	kg	41.79	31.19
Cardboard	kg	5.00	-
<b>Total non-hazardous waste</b>	<b>kg</b>	<b>46.79</b>	<b>31.19</b>

**Environmental Compliance**

During FY2021, the Group was not aware of any non-compliance with the relevant environmental laws and regulations in Singapore in relation to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to the Environmental Protection and Management Act.



## GRI Standards Content Index

GRI Indicator	Description	Page Reference and Reasons for Omission, if applicable
<b>GRI 102: General Disclosures</b>		
102-1	Name of the organization	Sustainability Report (“SR”): Page 1
102-2	Activities, brands, products, and services	SR: Page 3
102-3	Location of headquarters	SR: Page 3
102-4	Location of operations	SR: Page 3
102-5	Ownership and legal form	Annual Report (“AR”): Page 54
102-6	Markets served	AR: Page 97
102-7	Scale of the organization	SR: Pages 4 and 14 AR: Pages 48-49
102-8	Information on employees and other workers	SR: Page 14
102-9	Supply chain	SR: Page 12-13
102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organisation’s size, structure, ownership, or supply chain in FY2021.
102-11	Precautionary principle or approach	SR: Pages 10-11
102-12	External initiatives	No participation in external initiatives.
102-13	Membership of associations	SR: Page 4
102-14	Statement from senior decision-maker	SR: Pages 1-2
102-16	Values, principles, standards, and norms of behavior	SR: Page 4
102-18	Governance structure	SR: Pages 5-6 AR: Pages 3-27
102-40	List of stakeholder groups	SR: Pages 6-7
102-41	Collective bargaining agreements	The management has not adopted any collective bargaining agreement.
102-42	Identifying and selecting stakeholder	SR: Pages 6-7
102-43	Approach to stakeholder engagement	SR: Pages 6-7
102-44	Key topics and concerns raised	SR: Pages 8
102-45	Entities included in the consolidated financial statements	SR: Page 4 AR: Pages 48-53
102-46	Defining report content and topic boundaries	SR: Page 2

102-47	List of material topics	SR: Page 8
102-48	Restatements of information	Indirect energy consumption data in FY2020 has been restated.
102-49	Changes in reporting	There were no changes in reporting.
102-50	Reporting period	SR: Pages 2-3
102-51	Date of most recent report	07 September 2020
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	SR: Page 3
102-55	GRI content index	SR: Pages 17-19
102-56	External assurance	This report was not externally assured.
<b>GRI 103: Management Approach</b>		
103-1	Explanation of the material topic and its Boundary	SR: Pages 9-16
103-2	The management approach and its components	SR: Pages 9-16
103-3	Evaluation of the management approach	SR: Pages 9-16
<b>GRI 205: Anti-corruption</b>		
205-1	Operations assessed for risks related to corruption	SR: Pages 10-11
205-2	Communication and training about anti-corruption policies and procedures	SR: Pages 10-11
205-3	Confirmed incidents of corruption and actions taken	SR: Pages 10
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organization	SR: Page 14-15
302-3	Energy intensity	SR: Page 14-15
<b>GRI 306: Waste</b>		
306-3	Waste generated	SR: Page 15-16
<b>GRI 307: Environmental Compliance</b>		
307-1	Non-compliance with environmental laws and regulations	SR: Page 16
<b>GRI 401: Employment</b>		
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	SR: Page 13
401-3	Parental leave	SR: Page 13
<b>GRI 404: Training and Education</b>		
404-2	Programs for upgrading employee skills and transition assistance programs	SR: Page 13
<b>GRI 405: Diversity and Equal Opportunity</b>		

405-1	Diversity of governance bodies and employees	SR: Page 14
<b>GRI 406: Non-discrimination</b>		
406-1	Incidents of discrimination and corrective actions taken	SR: Page 14
<b>GRI 418: Customer Privacy</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: Pages 11-12

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