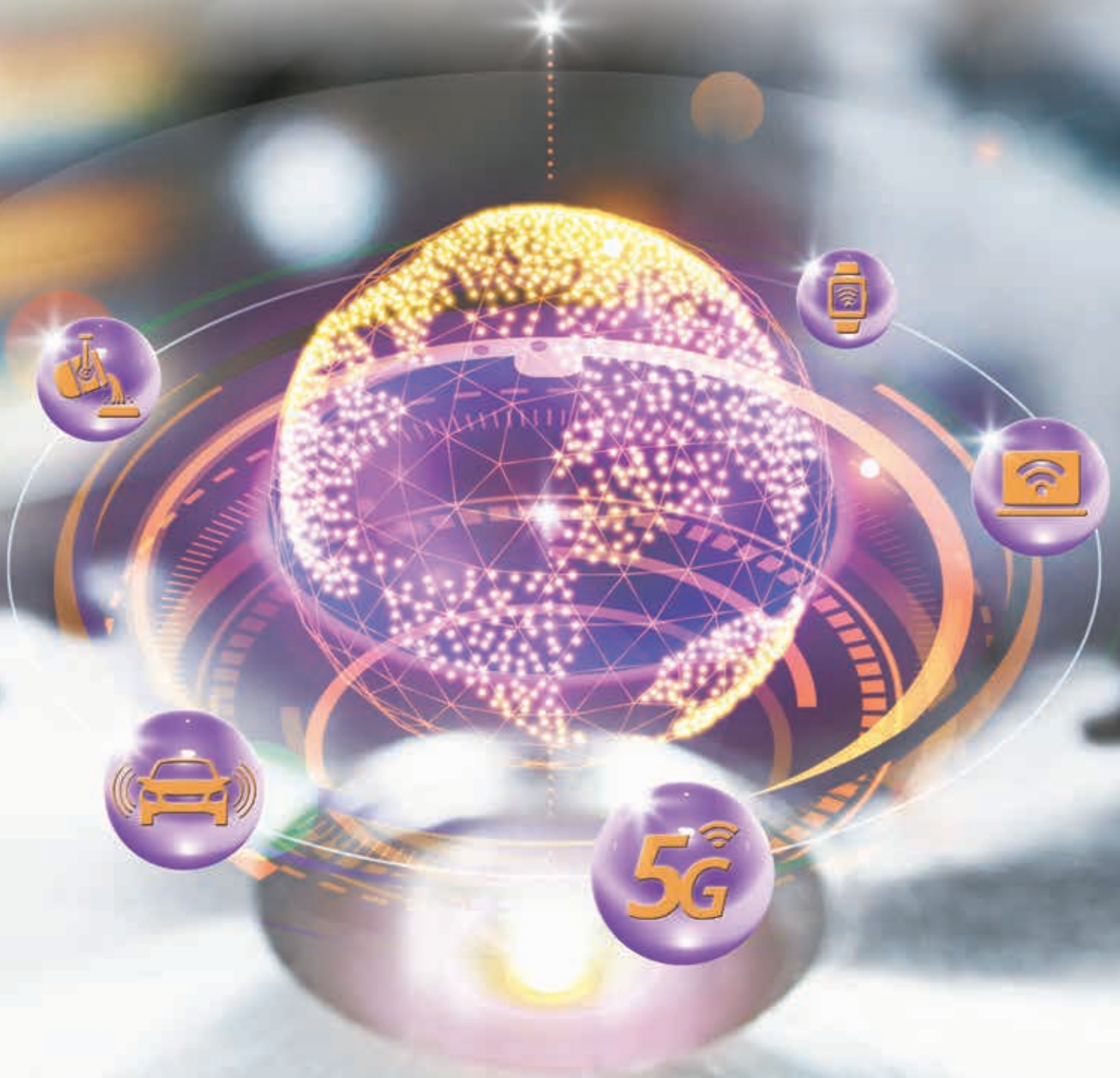




Nico Steel Holdings Limited

尼尔金属控股有限公司

The Metallurgical and Materials Solutions Specialist



SUSTAINABILITY REPORT 2020



CONTENTS

02 Corporate Profile

Corporate Value – Nico Steel's DRIVE

04 Board Statement

About the Report and Boundary

Assurance

Website and Feedback

Membership of Association

05 Governance Disclosures

Risk Management and Internal Control

Code of Business Conduct

Anti-Bribery and Corruption Policy

06 Customer Privacy

Sustainability Committee

Communication with Stakeholders

07 Focus Areas

Stakeholders Engagement

08 Materiality Assessment Framework

Commitment and Disclosures of Key

Performance Indicators

09 Snapshot for FY2020

Water

Water Recycling and Discharge

11 Waste and Effluent

Non-Compliance with Environmental
Laws and/or Regulations

Diversity and Equality

Training and Education

13 Employee Engagement and Turnover

Health and Safety

Socioeconomic

15 Community

Indirect Economic Impacts

Supply Chain and Procurement Policy

Local Suppliers

Accolades

16 GRI Standards Content Index



CORPORATE PROFILE

Nico Steel Holdings Limited 尼尔金属控股有限公司 (“**Nico Steel**” and together with its subsidiaries, the “**Group**”), is a specialist in ferrous and non-ferrous metal alloys with a focus on customising technologically innovative metal materials under its proprietary “Nico” brand.

The Group’s proprietary patented production technology allows it to customise metallurgical solutions to meet the evolving requirements of its broad base of customers, particularly in the mobile communications, consumer electronics, industrial and automotive sectors.

Well-established in the upstream metal materials industry, the Group drives growth through (i) providing customised solutions as value-added services to component and contract manufacturers to meet their metal fabrication requirements, and (ii) cultivating demand from brand owners and leaders of mobile communications, consumer electronics, industrial and automotive sectors for its proprietary “Nico” brand of specialised metal alloy materials that will meet the evolving and stringent requirements of new digital devices.

Headquartered in Singapore, the Group owns and operates processing and production facilities in China and Thailand, while the production facility in Singapore acts as its R&D centre.

Nico Steel is listed on the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) on 7 April 2005 and was upgraded to the Mainboard on 5 January 2009 under the stock code 5GF.

CORPORATE VALUES

Nico Steel's **DRIVE** distinguishes Nico Steel and its employees. At Nico Steel, we embrace and live by these values throughout our organization and also with our customers and suppliers. We call this '**Inside-Out Branding**'.



DARING CREATIVITY

This involves breaking out of established patterns and problem-solving in order to look at things from a fresh perspective.



REGARDS CHANGE AS AN OPPORTUNITY

Nico Steel is always sensitive to the constant change in the business environment, locally and globally, to seize opportunities.



INTENSE PASSION

It is Nico Steel's belief that we have the ability and means to deliver our promises from concept to reality.



VISIONARY PARTNERSHIP

Nico Steel's strategy of collaborating with our customers and suppliers is pivotal in achieving the desired performance of end-user electronic devices.



EXCELLENCE

The culture of excellence at Nico Steel has instilled pride and motivation in our employees and is the driving force behind our innovative spirit.

BOARD STATEMENT

The Board of Nico Steel (the “**Board**”) is pleased to present our third sustainability report (“**SR**”). While we continue to grow and pursue new business opportunities, we continue to acknowledge our stakeholders needs to be engaged in our sustainable growth strategies and practices.

Together with the Board’s leadership, Management is committed to manage and communicate our environmental, social and governance (“**ESG**”) practices and economic performance. As we continue on our sustainability journey, metrics and targets that are material to our business will be progressively added, which will provide more insights in our subsequent reports. As a group, we are committed to creating and delivering long-term and sustainable value to our stakeholders through responsible practices in the countries where we operate.

ABOUT THE REPORT AND BOUNDARY

This SR has been prepared in accordance to the “Global Reporting Initiative Standards: Core option” (“**GRI Standards**”) and the requirements of Listing Rules 711A and 711B of SGX. Nico Steel has also referenced the SGX Sustainability Reporting Guide to meet primary components.

This SR focuses on Nico Steel’s sustainability performance with regards to the Group’s operations in Singapore, China and Thailand from 1 March 2019 to 29 February 2020 (“**FY2020**”). As mentioned in our earlier SRs, Nico Steel has adopted a progressive approach towards its sustainability reporting, and will consider other factors for inclusion as we mature in our sustainability journey.

This SR does not evaluate performance against any established targets as yet, but the Group remains committed to setting targets and goals in terms of sustainability reporting as we mature in this connection. Data collection has just started, and we are establishing the baseline for most of the material topics.

ASSURANCE

No external assurance was sought for this report. The Group may consider doing so as we progress in our reporting journey.

WEBSITE AND FEEDBACK

We welcome stakeholders to provide us with feedback and suggestions on this report. You may contact us at info@nico.com.sg.

A copy of the Group’s FY2020 annual report (“**AR 2020**”) can also be downloaded at <http://www.nicosteel.com>.

MEMBERSHIP OF ASSOCIATION

The Group is a member of Singapore Business Federation.

GOVERNANCE DISCLOSURES

The Board consists of Mr Danny Tan Chee Khiong (Executive Chairman & President) and five other Directors from diverse backgrounds with expertise in business, finance, legal and management.

The primary role of the Board is to protect and enhance long-term shareholder value. It sets the overall strategy for the Group and supervises the management. To fulfil this role, the Board is responsible for the overall corporate governance of the Group, including providing leadership, setting its strategic direction, establishing risk policy and goals for the management as well as monitoring the achievement of these goals. The Board also acts as a platform for constructive discussions with the management.

To assist in the execution of its responsibilities, the Board has established a number of committees, including an Audit Committee, a Nominating Committee and a Remuneration Committee. These committees are chaired by Independent Directors and function within clearly defined terms of reference and operating procedures. Full profiles of Directors are available on pages 6 to 7 and pages 15 to 21 of the AR 2020.

RISK MANAGEMENT AND INTERNAL CONTROL

The Board has overall responsibility for the governance of risks, safeguarding shareholders' interests and the Group's assets. The Board has engaged the services of a professional firm for the Group's internal audit function in compliance with the Code of Corporate Governance and the Listing Rules.

The AC assists the Board in providing risk management oversight while the ownership of day-to-day management and monitoring of existing internal control systems are delegated to management which comprises the Executive Chairman & President, the Group Finance Manager and Head of each business division.

Based on the Group's internal controls put in place and the procedures established and maintained by the Group, as well as work and review performed by the external auditors, the management, various Board Committees and the Board, the Board with the concurrence of the AC is of the view that the Group's risk management systems and internal control systems in place are adequate and effective in addressing financial, operational, compliance and information technology risks.

Further information on our risk management and internal controls can be found on pages 27 to 31 in the Report on Corporate Governance as set out in AR 2020.

CODE OF BUSINESS CONDUCT

The Company has in place a Whistle-Blowing policy which provides a channel for our employees to raise concerns they may have about potential or actual improprieties directly to the Lead Independent Director. The Group protects whistle-blowers from any form of retaliation, harassment or other discriminatory acts. There were no reportable incidents of whistle blowing in FY2020.

ANTI-BRIBERY AND CORRUPTION POLICY

Nico Steel has zero tolerance to bribery and corruption, and all employees are expected to uphold the highest standards of professional conduct. At Nico Steel, we value integrity and honesty highly. There were no reportable incidents of any employee engaging in bribery or corruption in FY2020. No monetary incentive or equivalent was provided to any politically exposed person or political parties to secure any contract.

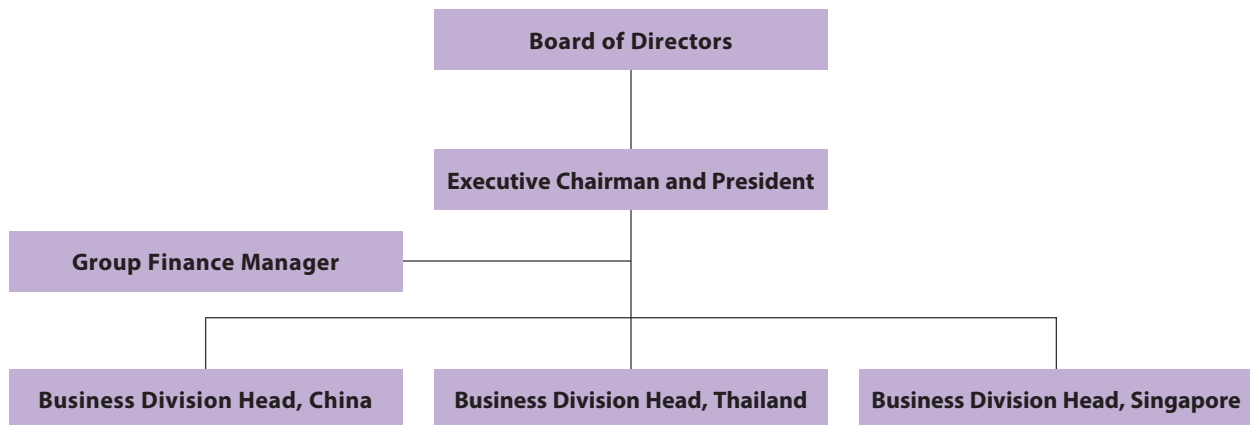
CUSTOMER PRIVACY

The Group has not identified any substantiated complaints concerning breaches of customer privacy during FY2020. The Group has identified an in-house designated Data Protection Officer to initiate the process of overseeing customer data collection in Singapore.

SUSTAINABILITY COMMITTEE

Nico Steel's sustainability agenda is developed and directed by senior management with guidance from the Board. Our sustainability approach is focused on providing superior services and products to our customers and developing good sustainable relationships with our suppliers which we believe will in turn generate stable and sustainable value for our shareholders. We use our best endeavours to identify and manage foreseeable economic, environmental and social risks that may have an adverse impact on our business. We also take identify through market research and knowledge to seize opportunities present in the business sector we operate in.

The Group's Sustainability Committee includes senior management executives, led by the Executive Chairman & President and Group Finance Manager who report to the Board. The Sustainability Committee is responsible for reviewing the company's sustainability performance, material topics, stakeholder concerns, setting targets and goals that will enhance and sustain our performance both economically and socially, and establishing systems to collect, verify, monitor and report information required for our sustainability reporting.



The Sustainability Committee meets at least once a year and proposes, coordinates and promotes the company's main sustainability initiatives. The Sustainability Committee is also regularly updated with reports on the progress of the Group's sustainability efforts.

COMMUNICATION WITH STAKEHOLDERS

The Group is committed to continually strengthening our relationship with our shareholders and stakeholders. Nico Steel holds analyst and media briefings when announcing half-year and year-end results. Full transcripts of the proceedings are made available on SGXNet and our website at <http://www.nicosteel.com>.

Financial results and price-sensitive announcement are releasing in a timely manner through press releases or announcement via SGXNet. The Company's website is also another important source of information for our shareholders and stakeholders.

A detailed report on our governance disclosures can be found on pages 13 to 39 as set out in our AR 2020.

FOCUS AREAS

To better align our efforts with our long-term strategy, we have identified four Focus Areas with relevant material ESG factors using our material assessment framework. The material ESG factors, which may have a group-wide impact have also been reviewed and approved by our Sustainability Committee and our Board.

OUR FOCUS AREA			
COMPLIANCE	ENVIRONMENTAL PROTECTION	RESPONSIBLE PROCUREMENT	CARE FOR OUR EMPLOYEES

STAKEHOLDERS ENGAGEMENT

The Group place great importance to having open and transparent engagement with our key stakeholders. Stakeholders play an important role in ensuring the sustainability of our business and products. We intend to use formal and informal engagement methods to interact with various groups of our stakeholders. A summary of how we intend to go about accomplishing this is identified and summarised as follows:

OUR STAKEHOLDERS	STAKEHOLDERS' EXPECTATIONS	MODE OF ENGAGEMENT	OUR INITIATIVES AND RESPONSES
Customers	<ul style="list-style-type: none"> Customer privacy Quality control On-time delivery and services Technical support Reasonable payment terms Competitive pricing 	<ul style="list-style-type: none"> Customer feedback management (survey, face-to-face meetings) Regular sales calls and meetings 	<ul style="list-style-type: none"> Active follow-up on customers' needs Regular internal meetings to review on customers' fulfilment and new requirements Update customers on new products and solutions Provide timely feedback to customers
Employees	<ul style="list-style-type: none"> Career growth Training opportunities Competitive salaries and incentives A pleasant, non-discriminatory and safe working environment 	<ul style="list-style-type: none"> Regular internal communications Regular review of working environment and welfare Employee feedback 	<ul style="list-style-type: none"> Ensure effective implementation of HR policies Regular internal meetings to review on safety Annual review on performance
Shareholders & Investors	<ul style="list-style-type: none"> Higher financial returns Industry conditions Market presence Profitability Transparency & corporate governance 	<ul style="list-style-type: none"> Announcements on SGXNet Annual General Meeting Investor roadshows Analyst meetings Electronic communications through investor relations Annual reports 	<ul style="list-style-type: none"> Regular and timely updates via announcements and press releases as and when required Ensure sustainable business growth
Government & Regulators	<ul style="list-style-type: none"> Regulatory compliance Occupational health & safety Environmental issues Social issues 	<ul style="list-style-type: none"> Meetings Electronic communications 	<ul style="list-style-type: none"> Ensure compliance with applicable laws Meetings with relevant authorities on regular basis

MATERIALITY ASSESSMENT FRAMEWORK

As part of the GRI Standards disclosures, Nico Steel has adopted the recommended approach of the four reporting principles namely stakeholder inclusiveness, sustainability context, its materiality and completeness when determining material, strategic and reporting issues.

The table below shows the most relevant concerns for Nico Steel that were identified in the internal materiality analysis. As we plan to also engage other groups of stakeholders to better understand their materiality concerns, this list of material topics may in the future include other issues which we have not previously considered.

COMPLIANCE WITH LAWS AND REGULATIONS	ENVIRONMENTAL PROTECTION	RESPONSIBLE PROCUREMENT	CARE FOR OUR EMPLOYEES
Socioeconomic compliance (GRI 419-1)	Waste Management (GRI 306-2)	Supplier Management (GRI 414-1)	Employment (GRI 401-1)
Environmental compliance (GRI 307-1)	Water recycled (GRI 303-3)		Occupational Health and Safety (GRI 403-2)

COMMITMENT AND DISCLOSURE OF KEY PERFORMANCE INDICATORS (“KPIs”)

All data in the SR was extracted internally from our kept documents and/or records to ensure accuracy. While the SR does not specifically evaluate performance against established targets, the Group is committed to setting targets and goals for future reporting.

Where any data is inadequate or not available for presentation, we have included an explanatory note. The Group hopes to establish and implement data tracking and gathering mechanisms for improved reporting going forward.

The following baselines were put in place to commit to certain targets using key performance indicators.

PERFORMANCE INDICATORS	COMMITMENT (TARGET)	KPIs
Economic Performance	Grow profits and improve cash flow	<ul style="list-style-type: none"> Revenue Operating costs Profit after tax Sustainable Dividend
Water Conservation	Maintain and ideally reduce water consumption and encourage use of treated/recycled water	Water consumption
Waste Management	Ideally encourage more use of recycled materials	Recycling rate of waste
Occupational Health & Safety	Provide a safe and healthy work environment. Reduce the injury rate and lost day rate year on year	<ul style="list-style-type: none"> Work-related fatalities Injury rate Lost day rate Absentee rate
Employee	Improve employees' competencies	<ul style="list-style-type: none"> Programs implemented Training hours per staff Amount spent per employee
Customer Health & Safety	Ensure legal compliance in all areas of operations and be ethical in business conduct and practices	Non-compliance incidents with regulations and/or voluntary codes
Socioeconomic Compliance	No incidents of non-compliance, and uphold high standards of ethical business conduct and practices	Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations

SNAPSHOT FOR FY2020

ECONOMIC	FY2019	FY2020
Revenue (US\$'000)	15,094	14,009
Profit/(Loss) After Tax (US\$'000)	328	(1,359)
Earnings/(Loss) per Share on a Fully Diluted Basis (US cents)	0.01	(0.03)
Net Asset Value per Share (US cents)	0.4	0.3
Dividend Paid	Nil	Nil

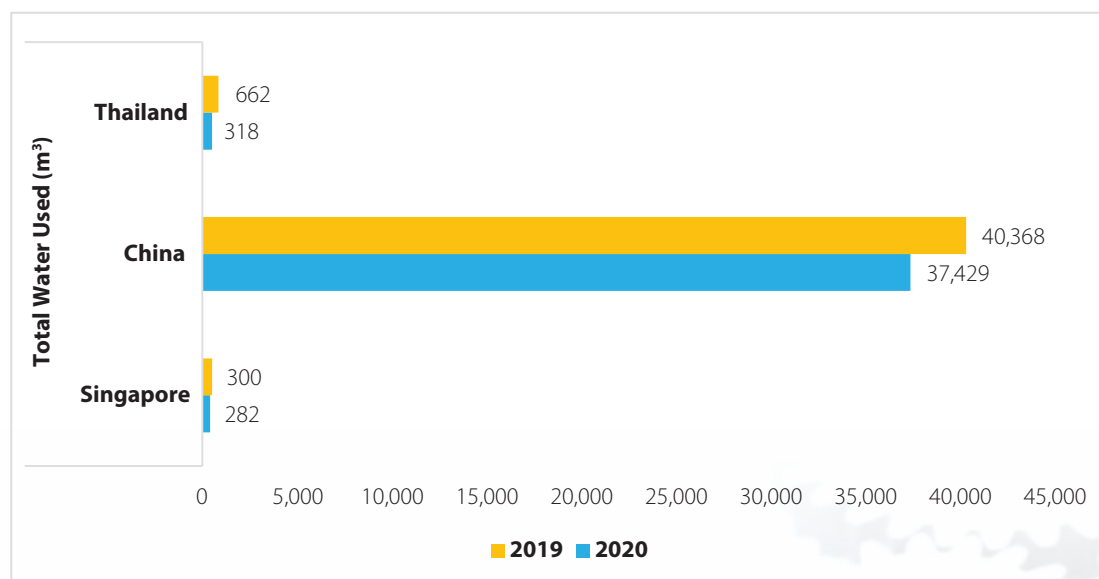
For full information on our economic performance, please refer to pages 40 to 100 of our financial statements in AR 2020.

ENVIRONMENTAL	FY2019	FY2020
Water consumption (m ³)	41,330	38,029
Water recycled (m ³)	Negligible	Negligible
Non-hazardous waste (tonnes)	18.8	19.1
Non-Compliance with environmental	Nil	Nil

EMPLOYEES	FY2019	FY2020
Number of employees	109	109
Full time employees	109	109
Male employees	62	61
Female employees	47	48
Fatal accidents	Nil	Nil
Average training time per employee (hour)	1.64	0.83

WATER

The Group consumes large volumes of water in its manufacturing processes. The Group only draws water from public utilities for our business operations. In FY2020, our total water consumption was 38,029 m³ which was a decrease of 8.0% from FY2019. The decrease was in tandem with the lower production and revenue in FY2020.



SNAPSHOT FOR FY2020

WATER RECYCLING AND DISCHARGE

Water used as part of our production process is principally discharged via public sewage systems in the countries in which we operate. Currently we recycle a small amount of our water consumption. Almost all waste water are discharged through a defined discharge point into the local sewer.

Since 31 January 2019, our operation in electroplating production facilities in China had started using customised in-house wastewater treatment and water recycling systems to increase cost savings from the fee charged on per tonne of wastewater discharge. Using this method, it is expected that the average wastewater discharge will reduce from 11 tonnes to 8 tonnes for every tonne of metal alloy produced.

This reduction has led to a cost savings from the regulated fee charged for every tonne of wastewater discharged from the electroplating production facility since November 2019. When compared with actual usage of 1,889 metric tonnes up to December 2019, the water usage had reduced by 23% which was within the estimated range of 20% to 40% of cost savings as disclosed earlier.

However due to the onset of Covid-19 since December 2019 and the start of Chinese New Year period in January 2020, the tracking of water savings would not be meaningful due to the lockdown measures and the decline in global business demand. Once the Covid-19 pandemic eases, and global business has resumed normalcy, the tracking of savings will resume.

In China, there are heavy monetary fines for any unlawful discharge into the public sewage system. So far, in FY2020 there was no incident of our facilities being fined for unlawful discharge of wastewater. The Group is reviewing recycling initiatives and may be adding more water recycling equipment's to recycle our wastewater.



Our China's electroplating plant

WASTE AND EFFLUENT

The waste generated at our manufacturing plants includes scrap metal besides wastewater used during the production and electroplating processes. All waste is disposed using waste contractors hired by our respective manufacturing plants in accordance with the prevailing laws, and disposed of through approved recycling centres, landfills or incineration plants. In the case of scrap metal, our waste is recycled by specialist contractors.

In FY2020, approximately 10 tonnes of non-hazardous waste was generated by our subsidiaries in China which were recycled or reused, including waste paper core and waste film. In total, the Group had produced 19.1 tonnes of non-hazardous waste in FY2020.

By Region								
Disposal Method	Singapore		China		Thailand		Group	
	Weight (kg)		Weight (kg)		Weight (kg)		Weight (kg)	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
Reuse	-	-	-	10,000	-	-	-	12,000
Recycling	-	-	-	-	-	-	-	-
On-site storage	-	1,200	-	2,000	-	5,851	-	7,051
Totals	-	1,200	-	12,000	-	5,851	-	19,051

NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND/OR REGULATIONS

During FY2020, there was no significant non-compliance with environmental laws and/or regulations in the countries where Nico Steel operates.

DIVERSITY AND EQUALITY

Nico Steel is an equal opportunity and merit-based employer and does not tolerate discrimination based on any form of social or racial prejudice. There were no incidents of discrimination reported in FY2020. The Group has a total of 109 employees, 44% of whom are female and 56% are male.

The Group complies with all labour laws in the regions in which we operate and has a zero tolerance of the use of child labour or forced labour practice, whether at our premise or by our suppliers.

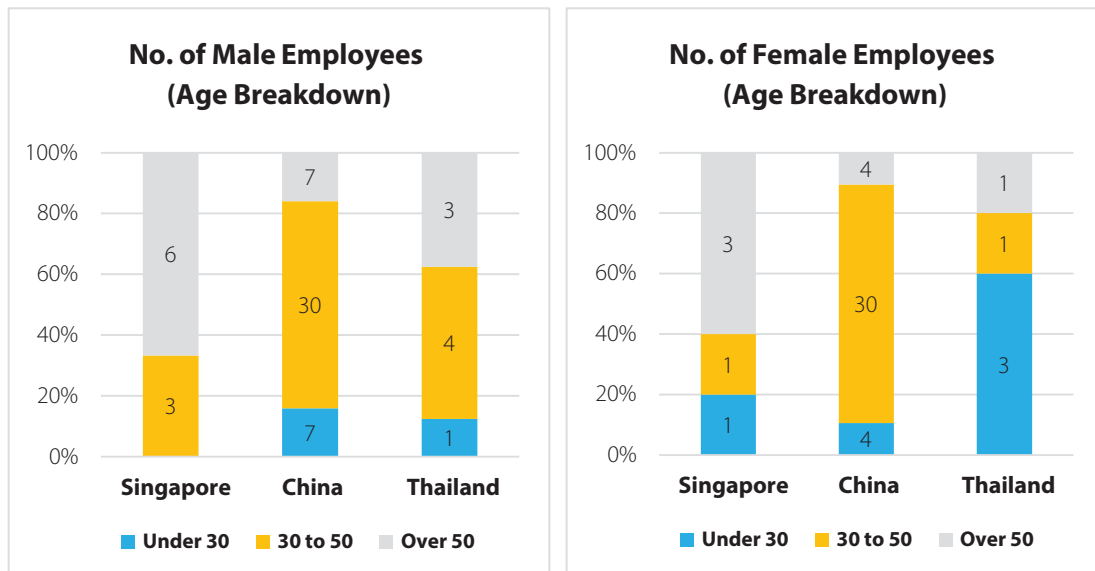
WASTE AND EFFLUENT

TRAINING AND EDUCATION

The Group recognises that our employees are key stakeholders and that their knowledge and skills are critical in achieving overall success. We also believe that staff retention and productivity can both be improved through the personal development of our workforce.

The Group provides structured training to equip our employees with the skills and knowledge required within the business and makes use of both in-house and external training. All employees of the Group receive regular feedback on their performance and development through appraisal.

We are continuously seeking to develop and improve our training and employee development. In FY2020, the Group had spent an average of 0.83 hours to train our employees compared to 1.64 hours in FY2019. The main reason for the decrease was the subsequent lockdown and disruption to business due to the Covid-19 pandemic starting in December 2019.



EMPLOYEE ENGAGEMENT AND TURNOVER

The Group offers a range of benefits to its employees, which varies by region and includes some or all of the following – parental leave, life insurance, healthcare, and pension provision. All our employees receive their regular appraisal. The various entities within the Group also hold events such as team building exercises, outings and staff dinners.

Moving on, we intend to deepen our engagement with our employees, and will also be monitoring and reporting on our staff turnover, with the aim of improving our employee engagement and reducing staff turnover.



Our China office's Annual Dinner in 2019



Our China office's organized outward bound

EMPLOYEE ENGAGEMENT AND TURNOVER

HEALTH AND SAFETY

The Group is committed to providing a safe working environment for its employees and also to providing products which are safe for its customers to use. Across the Group, we have obtained ISO 9001:2015 certifications for our China, Thailand and Singapore operational subsidiaries.

Each of the Group's facilities complies fully with all local occupational health and safety (OSH) regulations and there were no breaches identified in FY2020. There were no fatalities or serious work-related injuries, and neither were there any incidents of work-related diseases. Going forward, the Group aims to provide OSH data including injury rates, occupational disease rates, lost day rates and absentee rates.

In product design, manufacturing and material procurement processes, safety is paramount. Nico Steel is not aware of any non-compliance with regulations and/or voluntary codes, nor has it been made aware of any safety issues arising out of the use of our products.



Our Thailand's manufacturing plant

During the lockdowns in China and Singapore, the Group continued to operate its business in accordance with the directives of the respective governments and authorities where it has operations. Its utmost priority is to ensure the health and safety of employees, and maintaining their livelihoods.

The Group has put in place precautionary measures to prevent the transmission of the Covid-19 virus at all its premises in China, Thailand, and Singapore, to safeguard its employees, business partners, and the community.

These measures include ensuring safe entry, taking of temperature, wearing masks, regularly disinfecting workstations, safe-distancing, and alternative meal-time arrangements. In addition, the Group also provides masks, hand sanitisers, regular reminders and guidance to its employees to ensure and achieve a safer and healthier work environment.

SOCIOECONOMIC

The Group takes seriously its obligations to comply with the legislation and standards in the regions in which it operates. In FY2020, no reportable incidents of significant fines due to non-compliance with existing labour laws and/or regulations across the Group was made known.

The Group would like to minimise our impact on our environment where we operate. Our facilities draw workforces from the local communities where they are based.

INDIRECT ECONOMIC IMPACTS

The Group's operations contributed to the economies of the countries in which it operates. The Group has created employment, up-skilled local workforces through training and on-the-job experience, and contributed to tax revenues.

SUPPLY CHAIN AND PROCUREMENT POLICY

The Group recognises the crucial role that its suppliers play in the overall operation and success of the business. We are dependent on our suppliers and it is in the Group's interest for our suppliers to be successful, whilst supplying quality components at acceptable price points.

Whilst the Group has not formulated or implemented a policy on the sustainable practices of our suppliers, we do conduct formal assessments on many of our existing key suppliers and also on new suppliers. These assessments cover some ESG aspects, including the use of child labour.

The lockdowns in China and subsequently in other countries have led to disruptions in supply chains. This inevitably affected the inventory management of raw materials and finished products, particularly in relation to cancellation and/or delays of orders.

The Group has been monitoring the situation closely and continues to fulfill contractual obligations with its suppliers and customers, adapting and responding to the present challenges with the objective of coming out stronger from this pandemic.

LOCAL SUPPLIERS

The Group strives to keep its supply chains short and local. However, many of the components used in the Group's products, notably steel plates, are sourced from large multi-national corporations, and so it is not always possible to source locally. Furthermore, the need to remain competitive may lead to the sourcing of components from the most cost-effective suppliers, which may be located off-shore.

ACCOLADES



On 5 August 2019, the Company had received the approval for its patent on the electroplating process of aluminium alloy with copper for a period of 20 years starting June 2019, from the National Intellectual Property Administration in the People's Republic of China.

The patented process is being used to produce one of the Group's key proprietary alloy products known as NICO-CCU. The aluminium alloy used for this aluminium-copper alloy product has the flexibility to use another of the Group's key proprietary aluminium alloy product – NICO AL50 – as a base material.

The aluminium-copper alloy (NICO-CCU) is currently used for:

- (i) thermal application and
- (ii) antenna application – to manage heat and surface electrical conductivity of laptops and tablets.

GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
1. Organizational profile		
102-1	Name of the organisation	AR 2020 and SR
102-2	Activities, brands, products, and services	3, SR
102-3	Location of headquarters	Singapore
102-4	Location of operations	2, SR
102-5	Ownership and legal form	Public Listed Company (Limited by Share Capital)
102-6	Markets served	4 – 5, AR 2020
102-7	Scale of the organisation	AR 2020
102-8	Information on employees and other workers	9, SR
102-9	Supply chain	15, SR
102-10	Significant changes to the organisation and its supply chain	15, SR
102-11	Precautionary Principle or approach	5, SR 27 – 29 AR 2020
102-12	External initiatives	4 – 15, SR
102-13	Membership of associations	4, SR
2. Strategy		
102-14	Statement from senior decision-maker	4, SR
3. Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	3, SR
102-17	Mechanisms for advice and concerns about ethics	5, SR
4. Governance		
102-18	Governance structure	5 – 6, SR 13 – 39, AR 2020
5. Stakeholder engagement		
102-40	List of stakeholder groups	7, SR
102-41	Collective bargaining agreements	Not applicable. No collective bargaining agreements.
102-42	Identifying and selecting stakeholders	7 – 8, SR
102-43	Approach to stakeholder engagement	7, SR
102-44	Key topics and concerns raised	7, SR
102-45	Entities included in the consolidated financial statements	74 – 76, AR 2020
102-46	Defining report content and topic Boundaries	4, SR
102-47	List of material topics	8, SR
102-48	Restatements of information	Not applicable.
102-49	Changes in reporting	Not applicable.

GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
5. Stakeholder engagement		
102-50	Reporting period	1 March 2019 to 29 February 2020
102-51	Date of most recent report	FY 2020
102-52	Disclosure Reporting cycle	Annual
102-53	Contact point for questions regarding the report	4, SR
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	16 – 18, SR
102-56	External assurance	Not applicable. This is the third year of reporting.
103-1	Explanation of Material Topic and its Boundary	7 – 8, SR
103-2	The management approach and its components	8 – 15, SR
103-3	Evaluation of the management approach	8 – 15, SR
Economic Presence		
201-1	Direct economic value generated and distributed	9, SR
Indirect Economic Impact		
203-1	Infrastructure investments and services supported	15, SR
Anti-Corruption		
205-2	Communication and training on anti-corruption policies and procedures	5, SR
205-3	Incidents and action taken	5, SR
Water		
303-1	Total water consumption	9, SR
303-3	Water recycled and reused	10, SR
Effluents and Waste		
306-2	Waste by type and disposal method	11, SR
Employment		
401-1	New employee hires and employee turnover	11 – 12, SR
Occupational/Health and Safety		
403-1	Staff represented in OHS committee	14, SR
403-2	Occupational injury	14, SR
Training/Education		
404-1	Average hours of training	12, SR
404-3	Performance and career development reviews	12 – 13, SR

GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosures	Page Number(s) and/or URL or Reason for Omission
5. Stakeholder engagement		
Diversity and Equal Opportunities		
405-1	Diversity	11, SR
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	15, SR
Public Policy		
415-1	Political contributions	5, SR
Customer Health and Safety		
416-1	Health and safety impacts assessment of products and services	14, SR
416-2	Incidents of non-compliance	14, SR
Customer Privacy		
418-1	Customer privacy and losses of customer data	6, SR
Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	14, SR

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