

**Eneco Energy Limited**  
**FY2019 Sustainability Report**

# Contents

- About the Report ..... 3
- Contact Us ..... 3
- Business in Brief ..... 4
- Business Core Values..... 4
- Economic Performance ..... 4
- Board Statement..... 5
- Sustainability Approach ..... 6
- Sustainability Governance ..... 6
  - Anti-corruption ..... 7
- Stakeholder Engagement ..... 8
- Materiality Assessment ..... 8
- Material ESG Topics..... 9
- Environmental Stewardship .....10
  - Energy .....11
  - Emissions.....14
- Focus on People: Putting our People First.....16
  - Occupational Health and Safety .....16
  - Training and Education .....18
- Community .....20
- GRI Content Index .....21

## About the Report

The Sustainability Report (“SR”) of Eneco Energy Limited (“Eneco Energy”, “the Group”) is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards 2016: Core Option – the international standard for sustainability reporting, and with reference to the Singapore Exchange Securities Limited Listing Rules 711A and 711B. For additional information regarding the various material factors, kindly refer to the GRI Content Index at the end of this SR.

Eneco Energy is pleased to present its third SR for the financial year ended 31 December 2019 (“FY2019”). The Group endeavours to embed sustainable practices across its operations through various economic, environmental and social initiatives. The Group strives to disclose its sustainability performance to its stakeholders in a transparent, accountable and responsible manner.

Eneco Energy has not obtained any independent assurance regarding the information reported in the current financial year. However, the Group will continue further to enhance its data collection and sustainability reporting processes, and may consider obtaining independent assurance as its sustainability reporting efforts mature in the future.

All information in this SR pertains to 1 January 2019 to 31 December 2019, unless otherwise stated. The SR covers Eneco Energy’s operations in Singapore and Indonesia.



Figure 1: Depiction of Geographic Operations covered by the Report

## Contact Us

This SR can be found on Eneco Energy’s website at [www.enecoenergy.com](http://www.enecoenergy.com). Eneco Energy welcomes your questions and values your feedback on this SR, or any other aspect of Eneco Energy’s sustainability performance. Please address all feedback and questions to [info@enecoenergy.com](mailto:info@enecoenergy.com).

## Business in Brief

Eneco Energy Limited is a Singapore Stock Exchange-listed Company, which engages in the Logistics and Oil and Gas businesses in both Singapore and Indonesia. The Group is headquartered in Singapore.

The Group ventured into the energy sector in 2008 intending to become a significant energy producer in Indonesia. The Group holds a 70 percent interest in the Jatirarangon TAC block (“Jatirarangon block”), located in West Java, Indonesia; a 100 percent interest in the West Jambi KSO block (“West Jambi block”), located in Sumatra, Indonesia; and a 10 percent interest (as at December 31<sup>st</sup> 2019) in the Lemang PSC block (“Lemang block”), also located in Sumatra, Indonesia. All of the Group’s assets are located in onshore regions on the Western Indonesian islands of Java and Sumatra.

Eneco Energy’s logistics business unit, RichLand Logistics (RichLand), provides supply chain services, including inbound and outbound transportation activities, distribution management, and seaport and airport cargo handling services. As a leading logistics solutions provider, RichLand provides premier end-to-end logistics services customised to clients’ requirements. Founded in 1992, RichLand operates across the South East Asia region. RichLand has a depth of experience and strong market knowledge to meet the logistics demand of its customers in a myriad of sectors, including technology, petrochemical, consumer goods, manufacturing, oil and gas and freight-forwarding. Technology is a key driver in delivering higher productivity and visibility to Richland’s customers. With its in-house tailor-made apps, RichLand is driving change and challenging the way the industry functions. Equipped with a modern transport fleet of more than 350 trucks and managing more than 1,000,000 square feet of warehousing capacity RichLand continues to grow its Supply Chain Logistics Solutions business portfolio.

The Group will remain steadfast in its commitment to the sustainable growth and development of the business, community and environment. In the coming year, the Group will review the long-term prospects of the Oil and Gas segment and continue the development of the Logistics segment.

## Business Core Values

In FY2019, the Group has refreshed its core values to align with the current business strategy. The new core values are Safety, Professional, Innovate, Resilience, Integrity and Teamwork (“S.P.I.R.I.T.”).

- **Safety:** We put safety and our environment first.
- **Professional:** We are professional at all times.
- **Innovate:** We strive for continual improvement.
- **Resilience:** We never give up.
- **Integrity:** We do the right thing, always.
- **Teamwork:** We work together for everyone’s benefit.

## Economic Performance

The Group continually strives to achieve healthy economic results each year.

For additional reference, kindly refer to Eneco Energy’s annual report for the financial year 2019.

# Board Statement

Dear Stakeholders,

2019 was a year of heartening growth of our sustainability efforts. As we progress to our third year of sustainability reporting, we seek to grow as a corporate citizen and ensure that our business operations are conducted sustainably. We would like to thank our stakeholders who have enabled Eneco Energy to grow, do better, and conduct our business in a balanced and responsible way.

This year's SR details our sustainability initiatives and achievements relating to economic, environmental and social areas over the past financial year. To better manage our sustainability strategy, our sustainability governance structure has been assigned to monitor and review the progress of the various initiatives implemented. We will be sharing the commitments and progress we have made on the material sustainability matters over the past year.

## **Strengthening our Environmental, Social and Governance (ESG) Performance**

In FY2019, Eneco Energy achieved a revenue of S\$41.2 million, slightly down from FY2018. We recognise the importance of balancing financial growth alongside sustainable ESG performance. As we grow our business, we will continue to strive to maintain high standards of corporate accountability and transparency.

Eneco Energy is committed to managing our environmental footprint by minimising our consumption and emission patterns. We achieve this by actively tracking key environmental metrics, which will form the basis of our strategies and improvements across our business operations. By continuously improving and developing our approach, we hope to improve overall business efficiency. We have continued with our fleet refreshment programme, which entails phasing in trucks which are fitted with more environmentally-friendly engines. As part of fleet management, the management monitors the patterns of the fleet and its operators through the use of a car tracking software. These efforts aim to play a key role in lowering our energy and emissions footprint.

The key factor to ensuring business success is our employees. We must remain as an employer of choice to continually attract, retain and develop talent. Hence, we encourage our employees to grow and develop, and continuously support and recognise them for their efforts. By conducting a range of internal and external training, such as leadership and technical training, our employees can upscale their skill set and stay future-ready.

We recognise the value of a diverse and safe workplace. By incorporating diversity considerations into our recruitment policy, our employees are committed to conducting themselves respectfully towards others. This facilitates a working environment where everyone is treated equally. At Eneco Energy, we prioritise the safety and wellbeing of our employees above all else. By conducting regular safety committee meetings, inspections and safety-related training, we strive to maintain the highest standards of health and safety across our operations. This year, we have also refreshed our Vision and Core Values ("S.P.I.R.I.T." framework).

## **Looking Ahead**

Eneco Energy is on track to building a resilient and conscious business that takes actionable measures to enhance positive economic, environmental and social impacts. We are grounded in our role to be a better corporate citizen and spreading sustainable influence on the markets and communities around us. We welcome you to join us on this journey ahead.

# Sustainability Approach

## Sustainability Governance

Eneco Energy’s Enterprise Risk Management (ERM) framework and various policies on quality, health and safety, anti-corruption and code of conduct have been paramount to its sustainability journey. The Group has developed a governance structure further to manage the sustainability-related risks and opportunities within the organisation.

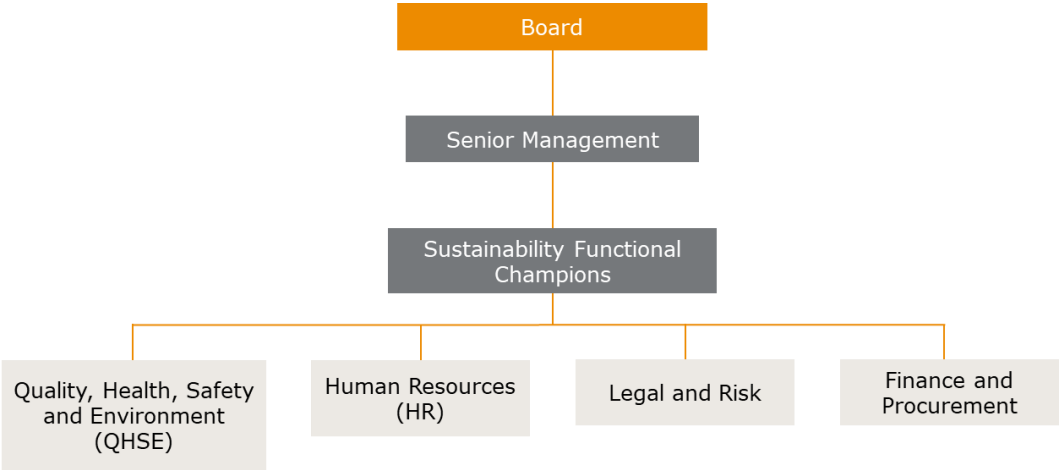


Figure 2: Eneco Energy’s Sustainability Governance Structure

## Anti-corruption

The Group is collectively committed to set in place corporate governance practices to provide the structure through which the objectives of protecting the interests of various stakeholders and enhancing long-term, sustainable value for shareholders can be met. The Board and the Management strongly promotes and maintains values which emphasise transparency, accountability, integrity and proper conduct at all times in the various business operations of the Company. Eneco Energy is committed to conducting its business with utmost integrity and with the highest ethical standards, and in compliance with all applicable laws and regulatory requirements for the prevention of corruption, bribery and extortion.

Eneco Energy has established an anti-corruption policy to explain the responsibilities of its employees, in maintaining zero-tolerance against all forms of corruption and bribery. It serves as a guide on how to recognise, resolve and prevent instances of corruption and bribery which may arise in the course of their work.

Upon onboarding, all employees must declare their knowledge of the anti-corruption policy and recognise their roles and shared responsibility in maintaining zero tolerance against all forms of corruption and bribery. Employees who are not literate will be briefed on the policy and will be expected to sign the acknowledgement form as well. On an annual basis, existing staff are also expected to make an online declaration to acknowledge the anti-corruption policy.

The Group's whistleblowing policy underpins our anti-corruption commitment and provides employees or other persons a safe channel to report any potential or actual improprieties in financial or other operational matters. This works for employees who wish to report instances of corruption, bribery and extortion without the fear of retaliation.

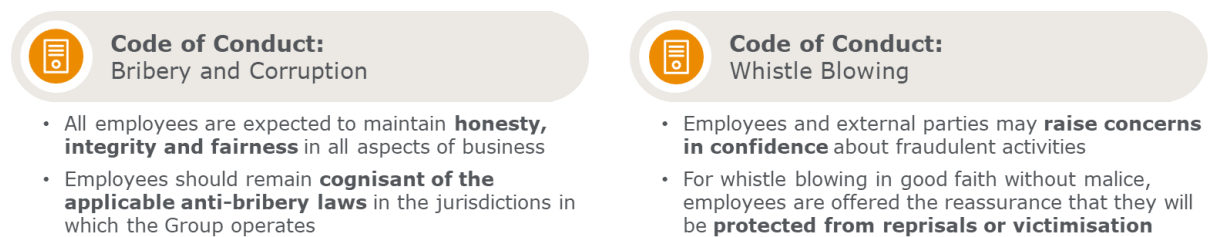


Figure 3: Employee Code of Conduct

In FY2019, no incidence of anti-corruption or bribery was reported across the Group's operations in Singapore and Indonesia. Eneco Energy aims to maintain a zero tolerance stance towards corruption and bribery.

## Stakeholder Engagement

Eneco Energy believes that stakeholder engagement should be transparent and authentic in order to contribute to the growth and evolution of the organisation’s strategy and priorities. Hence, the Group continually maintains communication channels with its stakeholders to increase understanding, broaden awareness, seek input and expertise, and review concerns. The Group’s stakeholders have been identified based on their dependence and influence on its business and the modes of engagement vary depending on type and function.





Stakeholder Engagement			
Stakeholder Group	Mode of Engagement	Frequency	Topics of Concern
 Government and Regulators	<ul style="list-style-type: none"> <li>• SGX Announcements</li> <li>• Annual Reports</li> <li>• Face-to-face meetings, written communication</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> <li>• Annually</li> <li>• Ad Hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Anti-corruption</li> <li>• Transparency and Compliance</li> <li>• Energy and Emissions</li> </ul>
 Clients	<ul style="list-style-type: none"> <li>• One-to-one meetings</li> <li>• Customer Surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Ad Hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Economic Performance</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>• Employee Satisfaction Surveys</li> <li>• HR Clinic</li> <li>• Round Table Talk</li> <li>• Town Hall Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> <li>• Quarterly and monthly</li> <li>• Ad Hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Training and Education</li> </ul>
 Investors and Shareholders	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Investors’ Day</li> </ul>	<ul style="list-style-type: none"> <li>• Annually</li> <li>• Ad Hoc</li> </ul>	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Anti-corruption</li> </ul>

Figure 4: Stakeholder Engagement Approach

## Materiality Assessment

Eneco Energy conducted a materiality assessment exercise by reflecting on significant economic, environmental and social impacts that are material to the organisation. The figure below depicts the various activities involved in the materiality assessment exercise.

### Materiality Assessment

Conduct Materiality Assessment Workshop	<p>Conducted a materiality assessment workshop with the following activities:</p> <ol style="list-style-type: none"> <li>1. Reassessed the relevancy of the existing ESG topics</li> <li>2. Identified material ESG topics for disclosure</li> <li>3. Prioritised material ESG topics</li> </ol>
Conduct Internal Discussion	<p>Conducted internal discussion among the respective Heads of Departments and Working Committees to propose material ESG topics for the FY2019 Sustainability Report to Management</p>
Endorse Material ESG Topics by Management	<p>Finalised and endorsed the material ESG topics to be published in the FY2019 Sustainability Report by Management</p>

Figure 5: Materiality Assessment Approach



## Material ESG Topics

Topics	Disclosure	Aspect Boundary
<b>Economic</b>		
Economic Performance	201-1: Direct economic value generated and distributed	Within Organisation
Anti-corruption	205-2: Communication and training about anti-corruption policies and procedures	Within Organisation
<b>Environmental</b>		
Energy	302-1: Energy Consumption within the Organisation	Within Organisation
Emissions	305-1: Direct (Scope 1) GHG Emissions	Within Organisation
<b>Social</b>		
Occupational Health and Safety	403-2: Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, Absenteeism and Number of Work-Related Fatalities	Within Organisation
Training and Education	404-1: Average hours of training per year per employee	Within Organisation

Figure 6: Summary of Material ESG Topics and Aspect Boundary<sup>1</sup>

<sup>1</sup> Aspect Boundary is a description of where the impacts occur for a material topic and the organisation's involvement with those impacts. Organisations might be involved with impacts either through their own activities or as a result of their business relationships with other entities. Global Reporting Initiatives (GRI).

## Environmental Stewardship

Eneco Energy's involvement in the logistics business relies significantly on diesel for transportation purposes, and the oil and gas sector requires the use of natural gas for power generation. The organisation remains dedicated to its long-term responsibility to protect the environment while providing the highest standards of oil and gas products and the most efficient logistics services.

Eneco Energy has in place various initiatives to implement sustainable practices across operations in a responsible manner, to manage environmental issues such as the consumption of energy and resources.

The Group continues to invest in a modern fleet, and regularly seeks ways to improve fuel efficiency. Under the fleet refresh programme, the Group continues to refresh its fleet from Euro 2, 4 and 5 engine trucks to Euro 6 trucks. The fleet refresh programme is rolling forward with the fleet in Singapore of Euro 2 trucks comprising now of only 21% of the total fleet, with trucks of Euro 4 or higher category forming around 79% of the fleet in Singapore.

In FY2019, Eneco Energy continues to utilise a car tracking software, which closely monitors our fleet and drivers' behaviour. This system generates an engine idling report, which is used to monitor and improve the use of energy within the fleet. Also, drivers are strongly encouraged to switch off their engines when idling, which usually occurs at ports or during the loading process. The vehicles also run on a scheduled maintenance programme to optimise performance and efficiency.

Beyond fleet management and maintenance, Eneco Energy also strives to improve energy efficiency at the offices and warehouses. To build greater awareness of the importance of conserving energy, signage is consistently placed around the warehouse and corporate office. The new warehouse, located at Tuas, has also been equipped with energy-efficient lighting.

To evaluate the efficacy of its initiatives to minimise energy consumption and lower carbon footprint, the Group regularly assesses its fuel consumption and carbon dioxide emissions reports.

## Energy

The infographic below shows the electricity consumption for FY2019 at the headquarters in Singapore and Indonesia and warehouse in Singapore. Electricity consumption is directly tracked through a telematics system. In FY2019, the Group consumed 405,992 kWh of electricity.

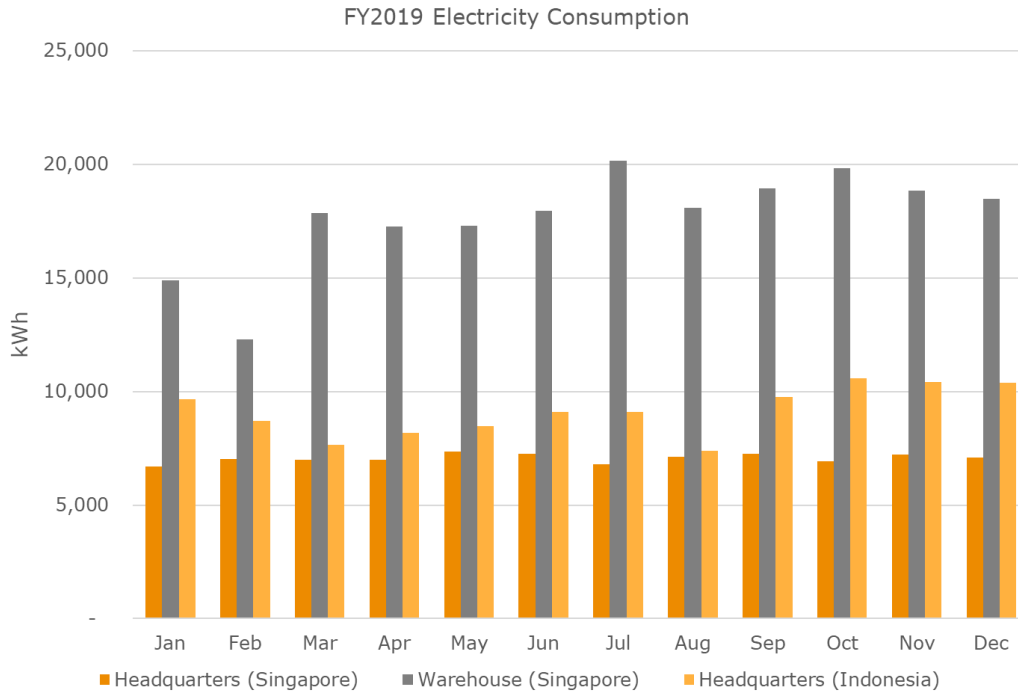


Figure 7: FY2019 Electricity Consumption in Singapore and Indonesia

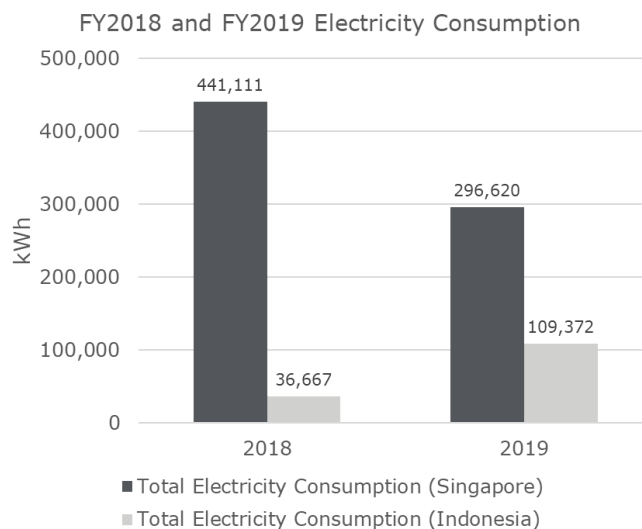


Figure 8: FY2018 and FY2019 Total Electricity Consumption in Singapore

### FY2019 Energy Consumption of Diesel

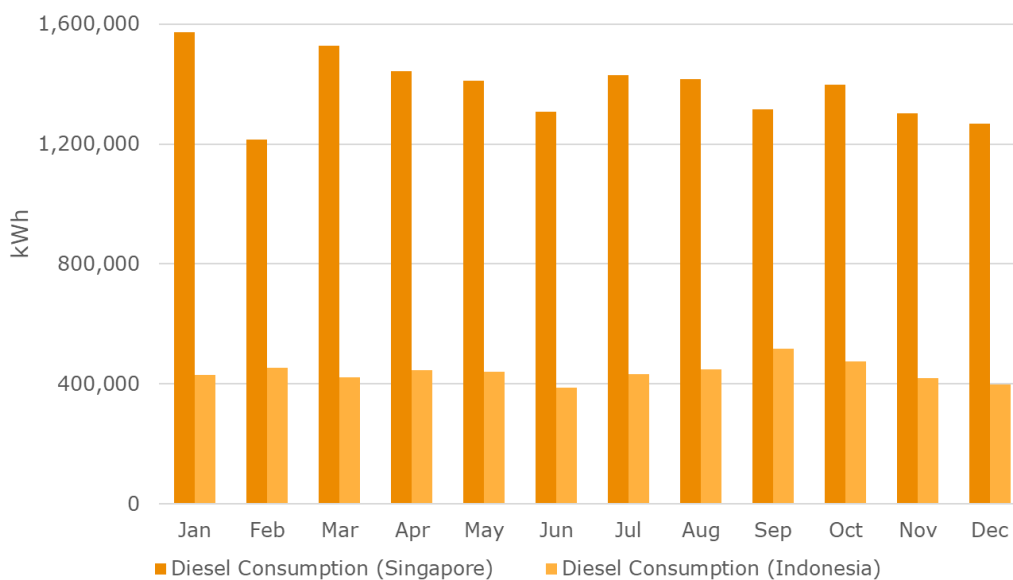


Figure 9: FY2019 Consumption of Diesel in Singapore and Indonesia\*

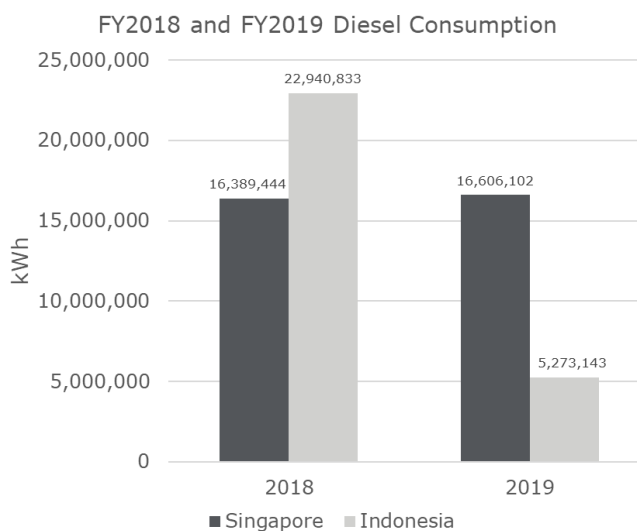


Figure 10: FY2018 and FY2019 Consumption of Diesel in Singapore and Indonesia \*

In 2019, diesel consumption in Indonesia reduced significantly. The reduction is a result of several factors being: an increased utilisation of external vendors, a decline in customer volumes, greater trip consolidation and the mix of customer destinations.

Note: Raw data for diesel consumption was recorded in litres and converted the figures into kWh to standardise the units for the Energy disclosure purposes.

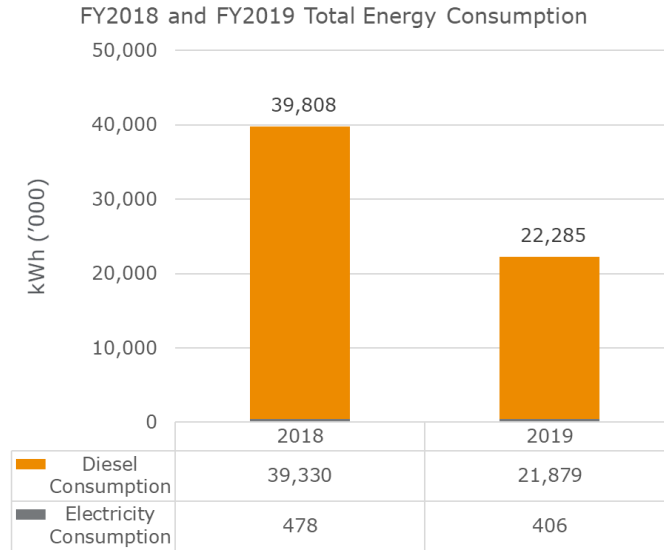


Figure 11: FY2018 and FY2019 Total Energy Consumption (kWh)


Target for FY2019	Status	Target for FY2020 and beyond
<ul style="list-style-type: none"> <li>To continue to <b>replace all Euro 2 trucks in Singapore</b></li> <li>To <b>reduce energy consumption of our fleet</b></li> </ul>	 <p><b>Achieved</b></p> <p>In FY2019, the Group managed to <b>lower total energy consumption by 44%.</b></p>	<p>To <b>monitor and manage energy consumption</b> in the Group's operations</p>

Figure 12: Summary and Targets of Energy Consumption within the Organisation

## Emissions

Eneco Energy's Scope 1 emissions relating to the consumption of diesel<sup>2</sup> amounted to 4,614 tonnes CO<sub>2</sub>e for FY2019.

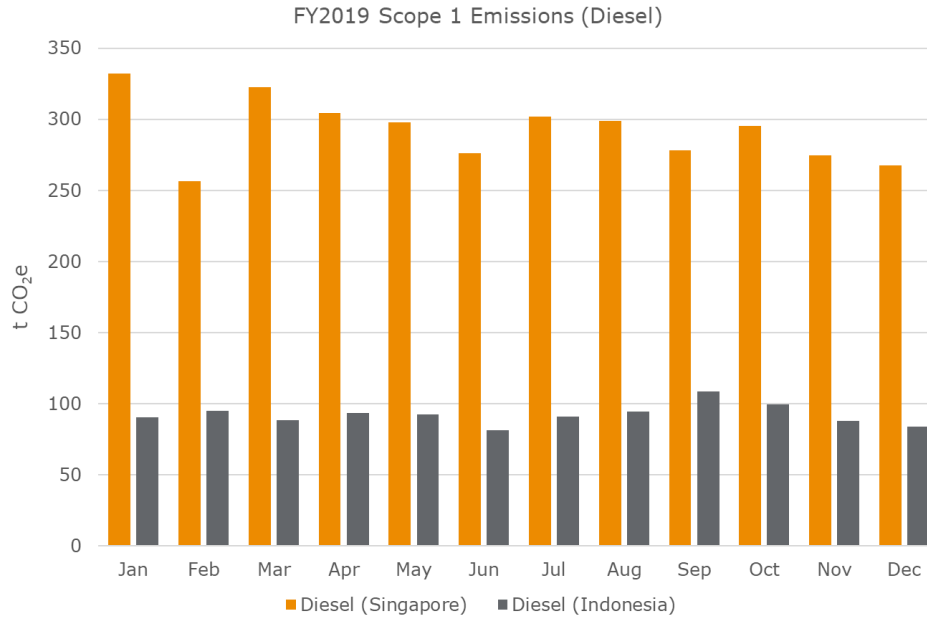


Figure 13: Scope 1 GHG Emissions (Diesel)

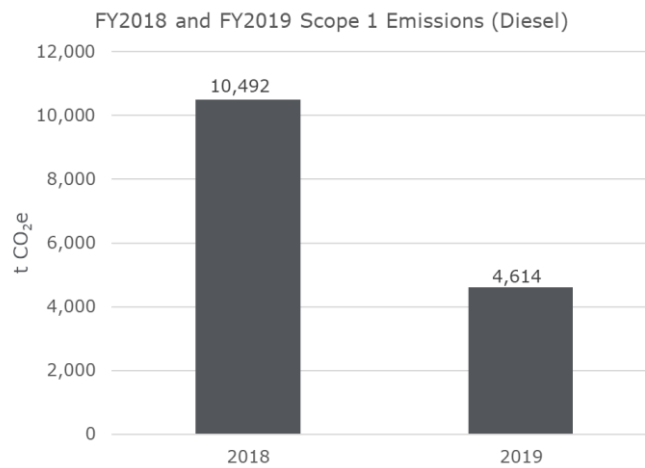


Figure 14: FY2018 and FY2019 Scope 1 GHG Emissions

<sup>2</sup> Eneco Energy's Scope 1 Emissions relating to Diesel are calculated by with reference to the United States Environmental Protection Agency's Emission Factors for Greenhouse Gas Inventories (2018). Diesel (in litres) was converted to UK gallons, multiplied by 10.21 kg CO<sub>2</sub>e/UK gallon and converted to tonnes to arrive at CO<sub>2</sub> emissions in metric tonnes.


Target for FY2019	Status	Target for FY2020 and beyond
To <b>reduce emissions</b> arising from diesel consumption	 <p><b>Achieved</b></p> <p>The Group managed to <b>lower emissions by 56%</b>.</p>	To continue to <b>monitor and manage emissions</b> arising from diesel consumption

Figure 15: Summary and Targets of Emissions within the Organisation

## Focus on People: Putting our People First

Eneco Energy remains deeply committed to diversity and inclusion, with a strong emphasis placed on accessibility to opportunities for all employees, irrespective of gender or profile. In 2019, the Group employed over 500 full time staff. The breakdown of its employee workforce by geographical location and gender demographics follows:

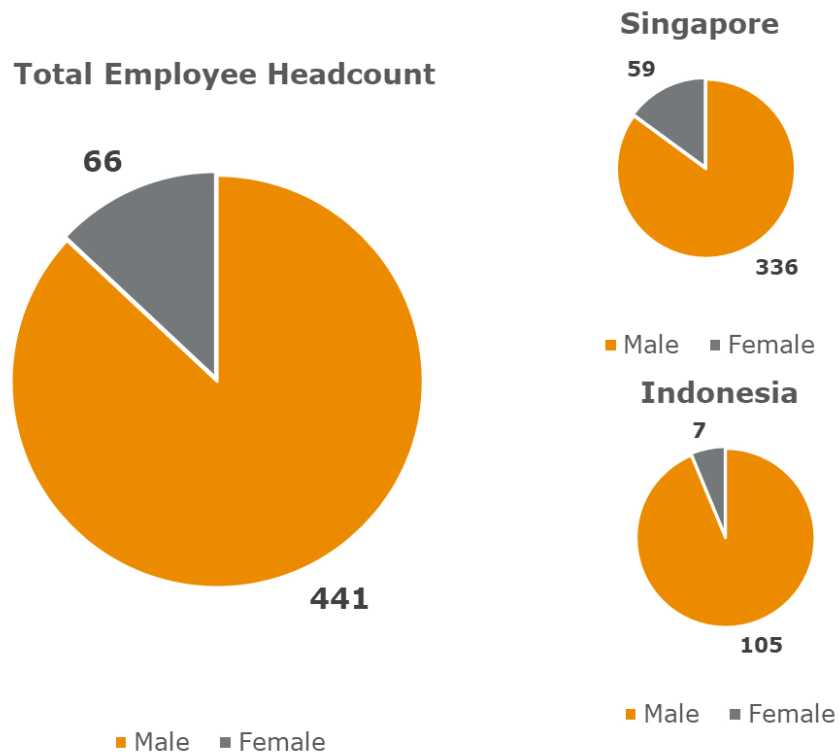


Figure 16: FY2019 Employee Gender Profile

## Occupational Health and Safety

Eneco Energy understands the importance of workplace health and safety to business success. The Group aims to develop a workforce that delivers value for the organisation and its customers by offering its employees a safe and nurturing environment.

The Group has established several policies and practices for employees at all levels of the organisation. In FY2018, the logistics business in Singapore has received certification for ISO 9001:2015 and ISO 14001:2015. The Group is also certified as BizSafe Star (equivalent to Level 5). This year, Eneco Energy continues to encourage all employees to treat workplace health and safety as a personal and collective responsibility.




The metrics relating to workplace health and safety<sup>3</sup> in FY2019 have been summarised below.



Figure 17: Summary of Occupational Health and Safety Metrics in FY2019

To manage occupational health and safety, Eneco Energy employs a multitude of initiatives. The Group places importance on monitoring the work environment and processes to reduce the likelihood of occupational health and safety incidents. The Quality, Health, Safety and Environment (QHSE) team leads regular on-site risk assessments to review high-risk areas, to better direct training and improvement efforts. The Group has utilised case studies and competency-based training to build safety awareness in its employees. For drivers, consistent self-auditing is carried out through the use of digital checklists in mobile applications as well.

Target for FY2019	Status	Target for FY2020 and beyond
<ul style="list-style-type: none"> <li>To maintain the highest standards of health and safety standards in Indonesia</li> <li><b>Transition from ISO 9001:2008 to ISO 9009:2015</b> for the Indonesian arm of our logistics business</li> </ul>	 <b>In Progress</b> <ul style="list-style-type: none"> <li>Achieved <b>lower number of injuries and lost days</b> compared to FY2018</li> <li>We have incorporated measures to further improve our occupational health and safety procedures within the business operations.</li> <li>Furthermore, we used Ministry of Manpower’s 2019 key safety and health indicators* as one of the basis for benchmarking.</li> </ul>	Maintain occupational health and safety metrics at the <b>minimum bay</b> and <b>move towards zero</b>

\*Workplace Safety and Health Report, 2019 (Ministry of Manpower)

Figure 18: Summary and Targets for Occupational Health and Safety

<sup>3</sup> The metrics for occupational health and safety covers Singapore operations only.

## Training and Education

Eneco Energy believes that human capital is key to business growth. It is essential that employees continuously upscale their skill set and stay future-ready. To this end, the Group invests in its employees and provides learning opportunities to improve their professional skills, knowledge, capabilities and support their personal development.

In FY2019, Eneco Energy has carried out need-based training for employees. Training sessions coach employees to be technically capable and skilled in a variety of soft skills. Courses were carried out by various providers, which included reputable organisations such as PSA Corporation Limited and NTUC Learning Hub amongst others. This year, the Group placed significant emphasis on safe driving training courses.

This year, the total number of training hours offered to employees was 2,289 hours and on average, each employee received close to 6 hours of training.

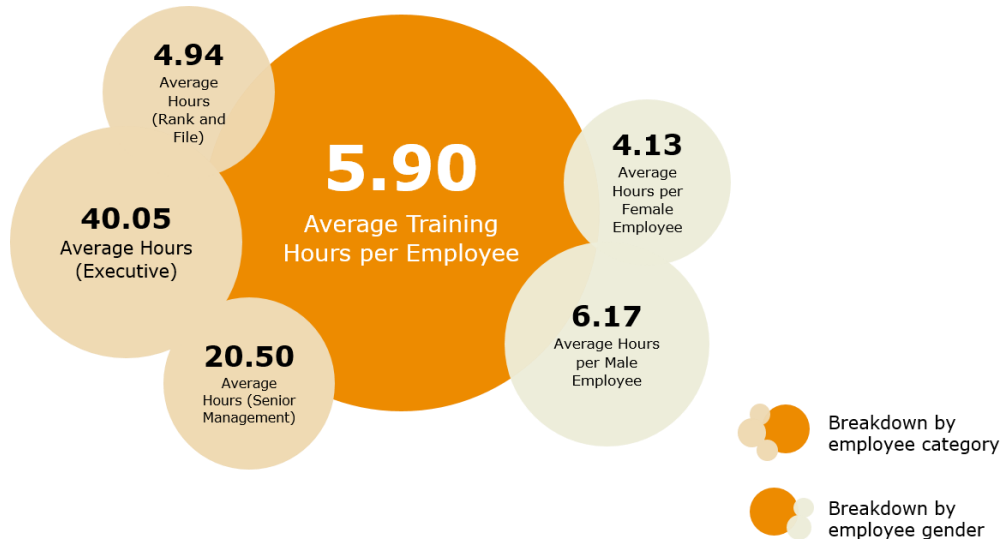


Figure 19: Average Training Hours per Employee by Gender and Employee Category




Target for FY2019	Status	Target for FY2020 and beyond
<p>Improving the retention rate of employees who have less than one year of service, by:</p> <ul style="list-style-type: none"> <li>• Developing the <b>new Vision and Core Values</b></li> <li>• <b>Reviewing work schedules and improving resource adequacy</b></li> <li>• <b>Strengthening next-level leadership</b> (HOD-1) to be effective people managers</li> </ul>	<ul style="list-style-type: none"> <li>  <b>Achieved</b>            Launched new Vision and Core Values (<b>S</b>afety, <b>P</b>rofessional, <b>I</b>nnovate, <b>R</b>esilience, <b>I</b>ntegrity, <b>T</b>eamwork)         </li> <li>  <b>Achieved</b> </li> <li>  <b>Achieved</b>            20.50 Average Training Hours per Senior Management         </li> </ul>	<ul style="list-style-type: none"> <li>• To continue providing a range of training courses for employees to boost their technical knowledge and soft skill set</li> </ul>

Figure 20: Summary and Targets for Training and Education

# Community

At Eneco Energy, a slew of events and initiatives are carried out to foster team building and demonstrate appreciation to employees. Through these events, the Group aims to provide a fulfilling work environment where employees can strengthen the bond they have with each other.



**Staff Appreciation Dinner**  
The dinner was held in appreciation of employees, especially towards long-serving members of Eneco Energy. It served as a valuable platform for mingling and bonding among different workgroups in the company.

**Festive Event Chinese New Year 2019 Lohei**  
Eneco Energy's staff, who were usually located at the headquarters, visited the Tuas warehouse for the celebration. To usher in luck and prosperity, the Group organised a traditional lion dance performance and *lohei* for the event.

**Cross-Function Barbecue**  
To facilitate close-knit bonding and alleviate stress, some cost centers regularly organise sessions where employees can unwind. During the cross-function barbecue event, employees enjoyed a wide selection of food and participated in a singalong session.

**Bowling Competition**  
At Eneco Energy's favourite team-bonding event, teams were formed in the spirit of friendly competition.

Figure 21: Community Events and Initiatives at Eneco Energy

## GRI Content Index

<b>GRI 102: GENERAL DISCLOSURES 2016</b>			
<b>GRI Standards 2016</b>	<b>Disclosure</b>	<b>Page Reference</b>	<b>Omission</b>
<b>ORGANISATIONAL PROFILE</b>			
<b>GRI 102: General Disclosures 2016</b>	102-1 Name of the organisation	Page 3	
	102-2 Activities, brands, products and services	Page 4	
	102-3 Location of headquarters	Page 4	
	102-4 Location of operations	Page 4	
	102-5 Ownership and legal form	Page 4	
	102-6 Markets served	Page 4	
	102-7 Scale of the organisation	Refer to FY2019 Annual Report	
	102-8 Information on employees and other workers	Page 16	
	102-9 Supply chain	Page 4	
	102-10 Significant changes to organisation and its supply chain	Not applicable	
	102-11 Precautionary principle or approach	Page 6	
	102-12 External Initiatives	ISO 14001, ISO 9001, OHSAS 18000, BizSafe Star	
	102-13 Membership of associations	Singapore Logistics Association	
<b>STRATEGY</b>			
<b>GRI 102 : General Disclosures 2016</b>	102-14 Statement from senior decision-maker	Page 5	
<b>ETHICS AND INTEGRITY</b>			
<b>GRI 102: General Disclosures 2016</b>	102-16 Values, principles, standards, and norms of behaviour	Page 7	
<b>GOVERNANCE</b>			
<b>GRI 102: General Disclosures 2016</b>	102-18 Governance structure	Page 6	
<b>STAKEHOLDER ENGAGEMENT</b>			
<b>GRI 102: General Disclosures 2016</b>	102-40 List of stakeholder groups	Page 8	
	102-41 Collective bargaining agreements	Not applicable	
	102-42 Identifying and selecting stakeholders	Page 8	
	102-43 Approach to stakeholder engagement	Page 8	
	102-44 Key topics and concerns raised	Page 8	
<b>REPORTING PRACTICE</b>			
<b>GRI 102: General Disclosures 2016</b>	102-45 Entities included in the consolidated financial statements	FY2019 Annual Report	
	102-46 Defining report content and topic Boundaries	Page 3	

<b>GRI 102: GENERAL DISCLOSURES 2016</b>			
	102-47 List of material topics	Page 9	
	102-48 Restatements of information	Not applicable	
	102-49 Changes in reporting	Not applicable	
	102-50 Reporting period	Page 3	
	102-51 Date of most recent report	FY2018 Sustainability Report published 18 March 2019	
	102-52 Reporting cycle	Page 3	
	102-53 Contact point for questions regarding the report	Page 3	
	102-54 Claims of reporting in accordance with the GRI Standards	Page 3	
	102-55 GRI Content Index	Page 21	
	102-56 External assurance	Not externally assured	
<b>CATEGORY: ECONOMIC</b>			
<b>ECONOMIC PERFORMANCE</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its boundary	Page 4	
	103-2 The management approach and its components	Page 4	
	103-3 Evaluation of the management approach	Page 4	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Page 4	
<b>ANTI-CORRUPTION</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its boundary	Page 7	
	103-2 The management approach and its components	Page 7	
	103-3 Evaluation of the management approach	Page 7	
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Page 7	
<b>CATEGORY: ENVIRONMENT</b>			
<b>ENERGY</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its boundary	Page 10	
	103-2 The management approach and its components	Page 10, 13	
	103-3 Evaluation of the management approach	Page 10	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Page 11, 12, 13	
<b>EMISSIONS</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its boundary	Page 10	
	103-2 The management approach and its components	Page 10, 15	
	103-3 Evaluation of the management approach	Page 10	
<b>GRI 307: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Page 14	

<b>CATEGORY: SOCIAL</b>			
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its boundary	Page 16, 17	
	103-2 The management approach and its components	Page 16, 17, 18	
	103-3 Evaluation of the management approach	Page 17	
<b>GRI 403: Occupational Health and Safety 2016</b>	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 17	
<b>TRAINING AND EDUCATION</b>			
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its boundary	Page 18	
	103-2 The management approach and its components	Page 18, 19	
	103-3 Evaluation of the management approach	Page 18, 19	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Page 18	