



SUSTAINABILITY REPORT **2018**

The background of the page is a close-up, high-angle shot of blue water with gentle ripples. The water's surface is textured with fine, concentric waves that catch the light, creating a shimmering effect. The color is a deep, slightly muted blue, with lighter highlights where the ripples are more pronounced.

We present the inaugural sustainability report of AMOS Group Limited for the financial year FY2018. All data and information have been collected from 1 April 2017 to 31 March 2018. Reporting cycle is on an annual basis.

ABOUT AMOS GROUP LIMITED

The merger of Gaylin Holdings Limited and AMOS International Holdings Pte Ltd (“AIH”) into AMOS Group Limited¹ (“AMOS” or “the Group”) following the completion of the acquisition of AIH on 18 October 2018 marks an important milestone.

Through its modern procurement, logistics and supply chain infrastructure, AMOS - All Marine Offshore Solutions – now offers a broad and comprehensive portfolio of world-class technical supplies and provisioning solutions to marine fleets and offshore contractors. AMOS is also a leading provider of superior rigging and lifting products and specialized services with decades of proven support and technical expertise.

AMOS’ network strategically links eleven key locations, enabling single point sourcing for customers across four of the most vibrant oil and gas production zones on earth and through four of the world’s busiest ports.

In addition to representing and supporting industry leading brands through exclusive supplier arrangements, the Group also markets its own ALCONA brand of professional grade equipment including ‘Crew Gear’ personal protective equipment and an expanding range of technical supplies and

daily consumables developed for the marine and offshore workplace.

The Group was founded in 1974 and then was listed on the Singapore Exchange Securities Trading Limited (“SGX-ST”) in 2012. Headquartered in Singapore, its largest operational hub, it has additional solutions and fulfilment centres in the following countries:

- United Kingdom
- United Arab Emirates
- Azerbaijan
- Kazakhstan
- China
- South Korea
- Vietnam
- Malaysia
- Indonesia
- Hong Kong²



The data contained within this report applies ONLY to the major operational hub in SINGAPORE.

¹ As part of the Group’s corporate branding strategy, Gaylin Holdings Limited had changed its name to AMOS Group Limited on 21 November 2018.

² Hong Kong became part of the Group’s footprint following the completion of the acquisition of AMOS International Holdings Pte Ltd on 18 October 2018.

ABOUT AMOS GROUP LIMITED

Our comprehensive range of inventory, years of experience and engineering capabilities allow us to respond to the needs of our customers quickly and efficiently, making AMOS a one-stop solutions provider for our customers.



SUPPLY CHAIN MANAGEMENT

AMOS has a close relationship with its strategic partners and suppliers who are committed to high quality and safety standards. The purchasing of wire rope, fibre rope, and all other materials are from reputable manufacturers.

The materials are assembled into finished products known as slings by swaging the end terminations with ferrules or hand

splicing. Finished products of lifting and mooring gear are also stocked for re-supply to end users.

Our suppliers have to ensure that their product quality is well-maintained. We conduct suppliers' assessments periodically to ensure high quality and that their pricing is reasonable.

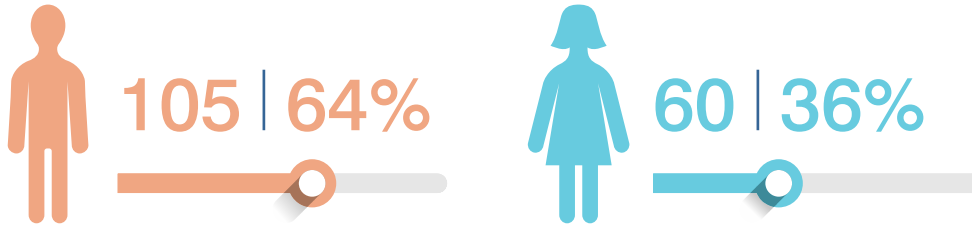
CODE OF BUSINESS CONDUCT

AMOS adheres to a set of values that are set out in its Code of Conduct. These values give rise to a number of principles that guide our employees' conduct:

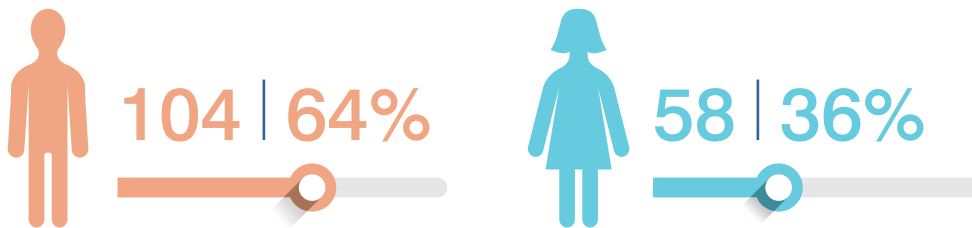


OUR PEOPLE

Number of Employees in Singapore as at 31 March 2018



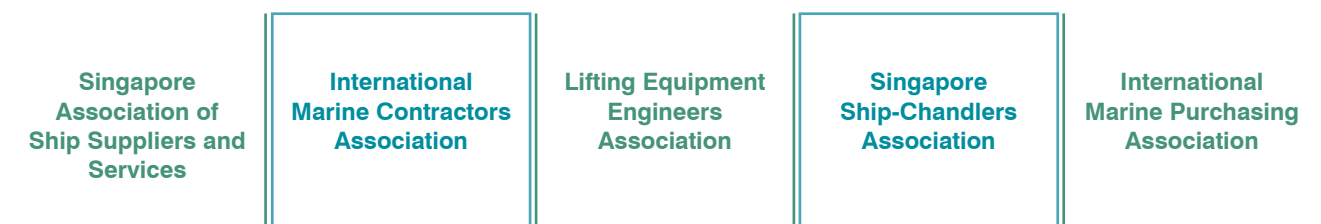
Number of Permanent Employees in Singapore as at 31 March 2018



EXTERNAL CHARTER AND PRINCIPLE

AMOS operates under the broad regulatory and standards umbrella associated with both offshore Oil and Gas, and Maritime Industries. While AMOS and its operations are not always prescriptively bound by all associated regulations, such as the Safety of Life at Sea (“SOLAS”), Classification Societies, International Organization for Standardization (“ISO”) and International Maritime Organization (“IMO”), its customers often are. Consequently, as a service company we remain dedicated to their requirements and expectations.

In addition to receiving and reviewing relevant industry publications and technical subscriptions, AMOS is also a member of a number of associations that enable the business to keep abreast of external factors that impact its market, future business operations and orientation. Some examples of such associations are listed below:



CHAIRMAN MESSAGE

DEAR VALUED STAKEHOLDERS,

On behalf of the Board of Directors (“the Board”) and Management, we are pleased to present our inaugural Sustainability Report for the financial year ended 31 March 2018 (“FY2018”) as a statement of our commitment to creating long-term value for all our stakeholders.

AMOS Group Limited’s strategic vision is to become a leading international supplier of diversified products, services and solutions to global customers in the marine and offshore sectors. We recognize the growing importance of sustainable business practices in all our operations, and we believe in delivering shareholder value responsibly and contributing to society positively. We place great emphasis on employing a strategic approach to manage and oversee Economic, Environmental, Social and Governance (“EESG”) factors significant to our business. This is evidenced by the increasing proportion of environmental-friendly materials and solutions in the range of technical supplies and daily consumables we provide for the marine and offshore workplaces.

To determine EESG factors material to the Group, we conducted our first materiality assessment in 2017. This effort was facilitated by independent sustainability consultants. In this report, we discuss how AMOS manages these key material issues: dealing with customers, suppliers and employees, environmental protection and business strategy.

The sustainability disclosures in this report complement the operational and financial disclosures in our FY2018 Annual Report to provide a comprehensive view of the Group’s performance and activities in that financial year.

As we embark on our sustainability journey, we encourage our stakeholders and business partners to join us in furthering the economic, environmental, and social well-being of the communities with which we interact, together contributing to a sustainable society.

Thank you.

KYLE ARNOLD SHAW, JR.

Executive Chairman
AMOS Group Limited



SUSTAINABILITY REPORTING GOVERNANCE STRUCTURE

We have formed and established a governance team responsible for the fieldwork of sustainability reporting. The team comprises of a Steering Committee and a Working Committee.

These committees comprise of representatives from all business units. The Steering Committee updates the Board on the sustainability management performance of the Group by addressing key material issues identified by stakeholders with planned follow up measures. The Working Committee monitors and collates the data and information for the material EESG factors.



ABOUT THIS SUSTAINABILITY REPORT

We present the inaugural sustainability report of AMOS Group Limited for the financial year FY2018. All data and information have been collected from 1 April 2017 to 31 March 2018. Reporting cycle is on an annual basis.

This report is prepared in accordance with the Global Reporting Initiative (“GRI”) Standards – “Core” option, the international standard for sustainability reporting. No independent party has been appointed to provide assurance to this report.

This report aims to disclose our EESG performance against the issues that are considered material to the Group’s stakeholders and includes shareholders, suppliers, customers, management and employees. The objective of preparing this report is to inform our stakeholders of the initiatives and strategies related to sustainability that we are currently embarking on.

CONTACT INFORMATION

AMOS welcomes feedback from various stakeholders to enable us to continuously improve on our sustainability policies, processes and performance. Please send any comments or suggestions to corporate@amosgroup.com or the address below:

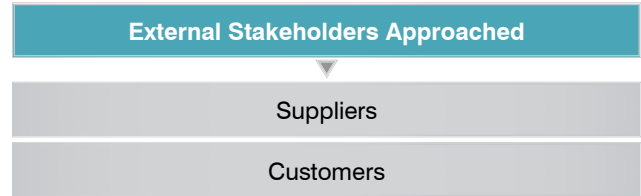
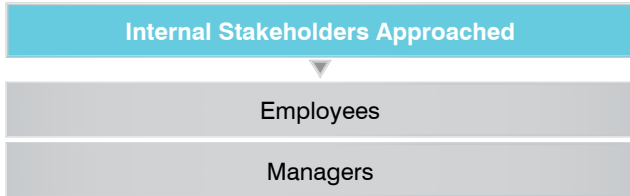
AMOS GROUP LIMITED

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STAKEHOLDERS' ENGAGEMENT AND MATERIALITY ASSESSMENT

AMOS has engaged and worked closely with Virtus Assure Pte Ltd ("the Consultant") to develop a questionnaire to identify the EESG factors that were deemed important to the Group and its stakeholders. The questionnaire was then independently undertaken by the Consultant using an online survey tool.

We contacted key stakeholders and issued the questionnaire to obtain their feedback on the sustainability issue of the Group. These key stakeholders were identified based on their ability to influence the Group's performance and provide effective solutions to incorporate sustainability into our operations.



An online survey was sent to 25 internal stakeholders and 22 external stakeholders to rate and prioritize what they deemed as important and material EESG factors. The top 5

EESG factors selected from the survey for each group of stakeholders were as follows:



The survey results were collated and presented to the Board for the selection of the Group's material factors. Through the survey methods, we were able to identify the material EESG factors that were relevant and important to the Group.

After discussion with the Board, we concluded the following 6 EESG factors to be reported in this sustainability report:

No	Material Factors		Aspect Boundary
1	Integration of the Enterprise Resource Planning ("ERP") system	The Group's chosen indicators: Progress of Integration	Within Organization
2	Quality of Suppliers	Disclosure 414-1: Percentage of new suppliers that were screened using criteria for impact on society	Within Organization and suppliers
3	Company Image and Branding	The Group's chosen indicators: Progress of Brand Integration	Within Organization
4	Technical Competency of Employees	Disclosure 404-2: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career paths	Within Organization
5	Occupational Health and Safety	Disclosure 403-2: Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Within Organization
6	Product Quality and Reliability	Disclosure 417-2: Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Within Organization

ERP INTEGRATION

AMOS has an ERP system to improve business efficiency and provide better visibility. ERP modules have been extended to include manufacturing, inventory management, raw material purchasing and distribution.

In the next few years, we aim to strengthen our operations by implementing the ERP system fully across all subsidiaries.

SUPPLIER ASSESSMENT FOR IMPACT ON SOCIETY

Within its sustainable supply chain management system, AMOS achieves cost efficiency by negotiating better prices, free up storage space and minimize holding cost and improve delivery lead time. It also improves the quality of our products. We assess our suppliers to gain assurances on their products, raw materials or services provided.

We developed a set of questionnaires to review and update the background of our suppliers. The questionnaire includes query on necessary licenses to establish whether our suppliers have developed a quality management system to ensure that only good quality products are sold to AMOS in compliance with certain license criteria. Another benefit for adopting such review methods is to enable us to identify any change in the current price of products sold to us.

During FY2018, AMOS engaged with 49 new suppliers for their products and services. We conducted supplier assessments before we engaged them.

The scope of such supplier assessment is covered in the questionnaire and pertains to quality management, health and safety management and environment management systems, as well as policies and procedures that the suppliers should have in place or are going to put in place. We conducted this assessment on 22 of our existing suppliers. Completed questionnaires and copies of ISO certificates were collected and deemed satisfactory.

In future, we plan to conduct such supplier assessment exercise on both new and existing suppliers to ensure the sustainability of the quality of their products.

COMPANY IMAGE AND BRANDING

AMOS intends to integrate its Brand image across all operating subsidiaries with one logo. We have also been integrating our internal processes such as reporting standards, email platform, company website and corporate stationery.

We target to complete the integration processes in the near future and provide explanation clearly to all our employees, to adapt quickly.



TECHNICAL COMPETENCY OF EMPLOYEES

In today’s world, we keep ourselves up-to-date with a rapidly changing business environment as the requirements and expectations from various stakeholders become more demanding. We believe that the technical skills and knowledge of our employees are critical to the sustainability

of our business. Our employees are expected to improve their skills and knowledge through various training courses and attended the following training courses during FY2018 to attain certain specific technical skills crucial to our business:

Courses	No. of Employees Attended	Department
Manufacturing of Gator Laid Slings	4	Operations
Manufacturing of Grommet Slings	5	Operations
Marine Logistics Specialist Workshop	1	Operations
Planning A Lift Course	5	Operations
Perform Rigger and Signalman Tasks	3	Operations
Inspection Body (ISO 17020) Course	1	Quality Assurance

Training programs help improve the skills and knowledge of our employees which in turn translates into an improvement in the quality of our products. We have a strict quality assurance policy in place to ensure that our products are in good condition when delivered to customers.

The Company will continuously look for similar suitable training programs and enhance the technical skills of our employees in the future.



OCCUPATIONAL HEALTH AND SAFETY

AMOS recognizes that health, safety, security and care of the environment are integral parts of our business processes.

During FY2018, there was one reportable incident which was required to be reported to Ministry of Manpower. A male worker had sustained a work-related injury and was taken to hospital immediately.

AMOS has a strong and ongoing commitment to Occupational Health and Safety (“OHS”) at our workplace and integrates OHS policies into our daily business processes. We are committed to prevent ill health and injury in and around the workplace and are dedicated to maintaining the OHS of all employees, suppliers/contractors, customers, neighbours and other stakeholders. This commitment is supported by top management and is the individual and collective responsibility of all employees.

We will continue to recognize and exercise responsibility to:

- Conduct ongoing identification of hazards, the assessment of risks and the implementation of necessary control measures.
- Minimize incidents and manage hazards through conducting OHS inspection and regular appropriate training.
- Comply with local OHS legislation and other requirements.
- Continually review and improve OHS management and performance.

Every employee is required to exercise reasonable care to abide by the safety rules and regulations laid down and report any unsafe practices and/or activity to their supervisor so that necessary preventive action can be taken.

Our target is to create a desirable OHS environment within the Group with zero reportable incidents.

PRODUCT QUALITY AND RELIABILITY

To maintain a high standard and quality of our products, quality assurance (“QA”) management is in place when manufacturing to meet customers’ expectations.

AMOS is ISO 9001:2015³ and ISO/IEC 17020:2012 certified. We have developed a strong QA team with effective policies and procedures to carry out proper inspection on our work-in-progress and finished products. Our team also conducts

sampling tests during our manufacturing process which are documented and reviewed by our QA Manager. If a defect is detected, our QA inspectors will identify the root cause of the defect and rectify the issue immediately. We recorded a few cases of goods returned from our customers during FY2018 with only a minimal related to product quality.

We aim to manufacture future products with zero defects.

³ AMOS recently upgraded its quality management system from ISO 9001:2008 to ISO 9001:2015 and was officially certified on 5 August 2018.

GRI CONTENT INDEX

GRI Standards Disclosure Reference	Disclosure	Section	Page Reference
Organizational Profile			
102-1	Name of the organization	About AMOS Group Limited	01
102-2	Activities, brands, products, and services	About AMOS Group Limited	01
102-3	Location of headquarters	About AMOS Group Limited	01
102-4	Location of operations	About AMOS Group Limited	01
102-5	Ownership and legal form	About AMOS Group Limited	01
102-6	Markets served	About AMOS Group Limited	01
102-7	Scale of the organization	About AMOS Group Limited	01
102-8	Information on employees and other workers	Our people	03
102-9	Supply chain	Supply Chain Management	02
102-10	Significant changes to the Organization and its supply chain	None	-
102-11	Precautionary Principle or approach	Chairman Message	04
102-12	External Initiatives	External Charter and Principle	03
102-13	Memberships of associations	External Charter and Principle	03
Strategy			
102-14	Statement from senior decision- maker	Chairman Message	04
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behaviour	Code of Business Conduct	02
Governance			
102-18	Governance structure	Sustainability Reporting Governance Structure	05
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholders' Engagement and Material Assessment	06-07
102-41	Collective bargaining agreements	Not Applicable	-
102-42	Identifying and selecting stakeholders	Stakeholders' Engagement and Material Assessment	06-07
102-43	Approach to stakeholder engagement	Stakeholders' Engagement and Material Assessment	06-07
102-44	Key topics and concerns raised through stakeholder engagement	Stakeholders' Engagement and Material Assessment	06-07

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GRI Standards Disclosure Reference	Disclosure	Section	Page Reference
Reporting Practice			
102-45	Entities included in the Organization's consolidated financial statements	Please refer to AMOS' Annual Report	-
102-46	Defining report content and topic Boundaries	Stakeholders' Engagement and Material Assessment	06-07
102-47	List of material topics	Stakeholders' Engagement and Material Assessment	06-07
102-48	Restatements of information	Not Applicable	-
102-49	Changes in reporting	Not Applicable	-
102-50	Reporting Period	1 April to 31 March 2018	-
102-51	Date of most recent report	Not Applicable	-
102-52	Reporting cycle	1 April to 31 March 2018	-
102-53	Contact point for questions regarding the report	Contact Information	05
102-54	Claims of reporting in accordance with GRI Standards	About This Sustainability Report	05
102-55	GRI Content Index	GRI Content Index	10-12
102-56	External assurance	Not Applicable	-
Management Approach			
103-1	Explanation of the material topic and its Boundary	<ol style="list-style-type: none"> 1) Integration of ERP System 2) Supplier Social Assessment 3) Company Branding and Strategy 4) Training and Education 5) Occupational Health and Safety 6) Marketing and Labelling 	07-09
103-2	The management approach and its components	<ol style="list-style-type: none"> 1) Integration of ERP System 2) Supplier Social Assessment 3) Company Branding and Strategy 4) Training and Education 5) Occupational Health and Safety 6) Marketing and Labelling 	07-09
103-3	Evaluation of the management approach	<ol style="list-style-type: none"> 1) Integration of ERP System 2) Supplier Social Assessment 3) Company Branding and Strategy 4) Training and Education 5) Occupational Health and Safety 6) Marketing and Labelling 	07-09

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GRI Standards Disclosure Reference	Disclosure	Section	Page Reference
Topic Specific GRI Standards Disclosures			
Aspect: Integration of ERP System			
Company's chosen indicators	Generic Disclosures on Management Approach	ERP Integration	07
GRI 414: Supplier Social Assessment			
414-1	Percentage of new suppliers that were screened using criteria for impact on society	Supplier Assessment for Impact on Society	07
Aspect: Company Branding and Strategy			
Company's chosen indicators	Generic Disclosures on Management Approach	Company Image and Branding	08
GRI 404: Training and Education			
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career paths	Technical Competency of Employee	08
GRI 403: Occupational Health and Safety			
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Occupational Health and Safety	09
GRI 417: Marketing and Labelling			
417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Product Quality and Reliability	09



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