



**ASIAN MICRO  
HOLDINGS LIMITED**

**SUSTAINABILITY  
REPORT  
FY2022**



## Contents

Statement from Board .....	1
Introduction.....	2
About the Report .....	2
About Asian Micro Holdings Limited .....	2
Stakeholder Engagement .....	3
Materiality Assessment .....	4
Sustainability Approach.....	6
Corporate Governance.....	6
Compliance with Laws and Regulations .....	6
Environmental Sustainability .....	7
Energy Usage and Associated GHG Emissions .....	7
Effluents and Waste Management .....	9
Our Employees .....	10
Profile of Our Workforce.....	10
Occupational Health and Safety .....	11
Talent Management and Development.....	14
GRI Content Index .....	15

This Sustainability Report has been prepared by the Company and its contents have been reviewed by the Company's Sponsor, RHT Capital Pte. Ltd. (the "**Sponsor**") for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the "**SGX-ST**").

This Sustainability Report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Ms Bao Qing - Registered Professional, 36 Robinson Road, #10-06 City House, Singapore 068877, [sponsor@rhtgoc.com](mailto:sponsor@rhtgoc.com).

## STATEMENT FROM BOARD

Asian Micro Holdings Limited (“AMH” or “Company”, and together with its subsidiaries “Group”) remains committed to long-term value creation for our stakeholders, through conducting our business responsibly and sustainably.

Our Group is pleased to present the fifth sustainability report, to disclose on our management of Environment, Social and Governance (“ESG”) topics, recognising that sustainable considerations across our business will ensure the long-term resilience of our business while contributing positively to the environment and society. This year, our review of the five material ESG matters identified in the materiality assessment in FY2021 shows that they remain significant and relevant to our business.

The board of directors (“Board”) has considered sustainability issues as part of the company’s strategic formulation. The board also commits to introduce and implement the best ESG policies and practices in the industry by determining ESG factors as well as overseeing the management and monitoring of the material ESG factors.

As governments and businesses globally move towards the endemic phase of the COVID-19 pandemic, borders have started reopening, allowing the movement of both business and leisure travel but the health and safety of our employees remained the central focus to our Group. AMH’s Business Continuity Plan that was in place has allowed us to respond effectively and holistically to the impacts of COVID-19. Nonetheless, the Group still faced a challenging business environment in FY 2022 with unexpected surge in COVID-19 variants globally and outbreak of war between Russia and Ukraine, which has caused a disruption to global economic condition.

The Group will continue to focus on its operational efficiency, cost control, cash conservation and ensuring sustainability of its existing businesses despite global economic uncertainties as a result of the lingering impact of the endemic phase of COVID-19 and outbreak of war between Russia and Ukraine. Although the market condition is expected to remain challenging and is likely to impact the Group’s existing business performance, management will continue to focus on its existing businesses, without incurring major capital expenditure, while considering new business opportunities for growth.

We welcome feedback with regards to the Group’s sustainability to improve economic, social, and environmental performance as we continue to create sustainable value for our stakeholders.



ASIAN MICRO  
HOLDINGS LIMITED

## INTRODUCTION

### ABOUT THE REPORT

This is our fifth Sustainability Report. The report is prepared in accordance with Singapore Exchange Securities Trading (“SGX-ST”) Catalyst Listing Rule 711(B) and referenced to Global Reporting Initiatives (“GRI”) Standards: Core. The GRI standards were selected as it provides an internationally recognised framework that supports a standardised approach for businesses to report on critical sustainability issues. In line with SGX’s guidance for companies to account ESG factors in their operations, our Group aims to integrate sustainability within our business.

This report consists of our non-financial performance and sustainability practices implemented in our Singapore operations in the supply of Compressed Natural Gas (“CNG”) and provision of clean room grade plastic packaging bags and material, from 1 July 2021 to 30 June 2022 (“FY2022”) with three years of comparison data made available, where relevant. There were no significant changes to our operations during the reporting year.

No external assurance has been sought for this report. However, as our Group progresses in our sustainability efforts, we may consider seeking independent assurance of our sustainability report. In our future sustainability reports, our Group could also feature a more comprehensive coverage of our business operations.

We welcome any feedback for this report and for matters related to our sustainability performance to meet stakeholders’ expectations. Please send your feedback to our Group Financial Controller, Mr. Phan Guo Yee at [guoyee@asianmicro.com.sg](mailto:guoyee@asianmicro.com.sg).

### ABOUT ASIAN MICRO HOLDINGS LIMITED

Established in 1997, Asian Micro Holdings Limited (“AMH”) was listed on the SGX-ST Catalyst Board in 1999 and is headquartered in Singapore. AMH is engaged in the provision of CNG supply and related products and services and providing cleanroom grade plastic packaging bags and materials for packaging cleaned finished products in the hard disk drive and semiconductor industries. The Group has diversified its business to include the investment in, trading of, and development of residential, commercial, retail and industrial properties within Singapore and overseas as and when business opportunities arise.

Our Group supplies CNG skids used for storing and transporting CNG to local industries for gas cutting, heat treatment and power generation for various customers bases spanning from the oil and gas, marine and offshore, aviation, shipyard to manufacturing industries. Our Group continually explores innovative ways of introducing industrial consumers to the use of natural gas and energy saving methods.



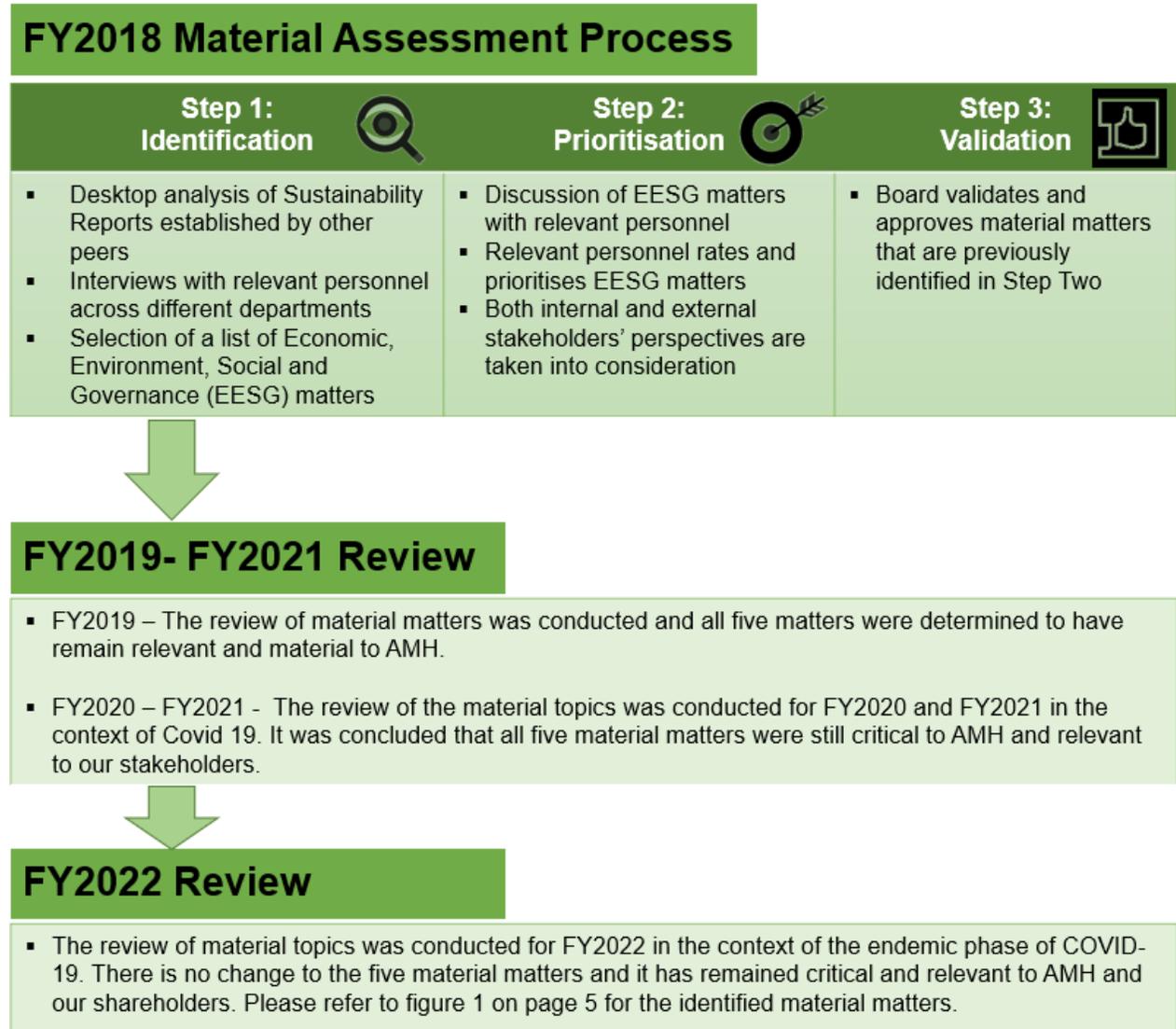
## STAKEHOLDER ENGAGEMENT

To achieve long-term sustainability, we take steps to engage with our stakeholders to hear their expectations and key concerns. Our stakeholders include those with an interest or concern in our business and who is directly impacted by our business. Stakeholder engagement has become a pertinent topic, as the business landscape continues to evolve, particularly as economies and businesses begin to adapt to the endemic phase of COVID-19. The table below summaries AMH's stakeholder engagement approach.

Stakeholder	Objective	Mode of Engagement	Frequency of Engagement	Key Concerns	COVID-19 Specific Concerns	Our Response
 <b>Shareholders</b>	<ul style="list-style-type: none"> <li>❖ Enhance shareholder value</li> </ul>	<ul style="list-style-type: none"> <li>❖ Half-yearly results updates</li> <li>❖ Annual general meetings, Extraordinary general meeting, if any</li> <li>❖ Announcements, annual report, and circulars if any</li> </ul>	<ul style="list-style-type: none"> <li>❖ Half year</li> <li>❖ Annually and as appropriate</li> <li>❖ As appropriate</li> </ul>	<ul style="list-style-type: none"> <li>❖ Growth strategy to enhance shareholder value</li> <li>❖ Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>❖ Business resilience to the shock posed by COVID-19</li> </ul>	<ul style="list-style-type: none"> <li>❖ Update potential investors and shareholders regularly via SGXNet</li> <li>❖ To maintain company's financial and governance performance</li> <li>❖ Reporting of sustainability policies and practices through the sustainability report</li> <li>❖ AGM and EGM</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>❖ Employees' satisfaction and retention</li> </ul>	<ul style="list-style-type: none"> <li>❖ Staff recreational activities</li> <li>❖ Regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>❖ Ongoing</li> <li>❖ Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>❖ Fulfilling career</li> <li>❖ Competitive wages</li> <li>❖ Safe working environment</li> </ul>	<ul style="list-style-type: none"> <li>❖ Job security</li> <li>❖ Workplace flexibility</li> <li>❖ Enhances safety protocols at the workplace to prevent the spread of COVID-19</li> </ul>	<ul style="list-style-type: none"> <li>❖ Annual training programme</li> <li>❖ Yearly performance review</li> <li>❖ HR policies</li> <li>❖ Providing updates on COVID-19 working arrangements</li> </ul>
 <b>Customers</b>	<ul style="list-style-type: none"> <li>❖ Customers' satisfaction of products/ services</li> </ul>	<ul style="list-style-type: none"> <li>❖ Regular engagement by operation team</li> </ul>	<ul style="list-style-type: none"> <li>❖ Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>❖ Quality Products/ services</li> </ul>	<ul style="list-style-type: none"> <li>❖ Provision of services with quality and meeting customers' expectations despite challenges posed by COVID-19</li> </ul>	<ul style="list-style-type: none"> <li>❖ Review feedback</li> <li>❖ Frequent communications</li> </ul>
 <b>Suppliers</b>	<ul style="list-style-type: none"> <li>❖ Good relations</li> <li>❖ Timely payment</li> </ul>	<ul style="list-style-type: none"> <li>❖ Review meetings with suppliers</li> </ul>	<ul style="list-style-type: none"> <li>❖ Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>❖ Timely payment</li> </ul>	<ul style="list-style-type: none"> <li>❖ Management of supply chain disruptions arising from challenges posed by COVID-19</li> </ul>	<ul style="list-style-type: none"> <li>❖ Provide clear expectations</li> <li>❖ Frequent communications</li> </ul>
 <b>Government/Regulators, (e.g. SGX, SCDF, MOM, NEA etc.)</b>	<ul style="list-style-type: none"> <li>❖ Compliance with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>❖ Response to regulators' queries</li> <li>❖ Participation in consultation sessions</li> </ul>	<ul style="list-style-type: none"> <li>❖ As appropriate</li> <li>❖ As appropriate</li> </ul>	<ul style="list-style-type: none"> <li>❖ Complying with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>❖ Complying with safe management measures at the workplace issued by the government</li> </ul>	<ul style="list-style-type: none"> <li>❖ Regular revision of policies to ensure compliance with laws and regulations</li> <li>❖ Internal controls to maintain high standards</li> <li>❖ Ensure compliance of safe management measures at the workplace</li> </ul>

## MATERIALITY ASSESSMENT

By focusing resources on the most critical matters of our business, AMH can ensure that it adequately addresses the sustainability concerns of our stakeholders. AMH conducted its first materiality assessment in FY2018 and identified five material matters. These material matters were determined by their potential impacts on external stakeholders and internal stakeholders. In FY2022, AMH re-examined these material matters and found that they were still relevant to AMH. Moving forward, AMH will continue to monitor these material matters to ensure that they remain relevant and material.



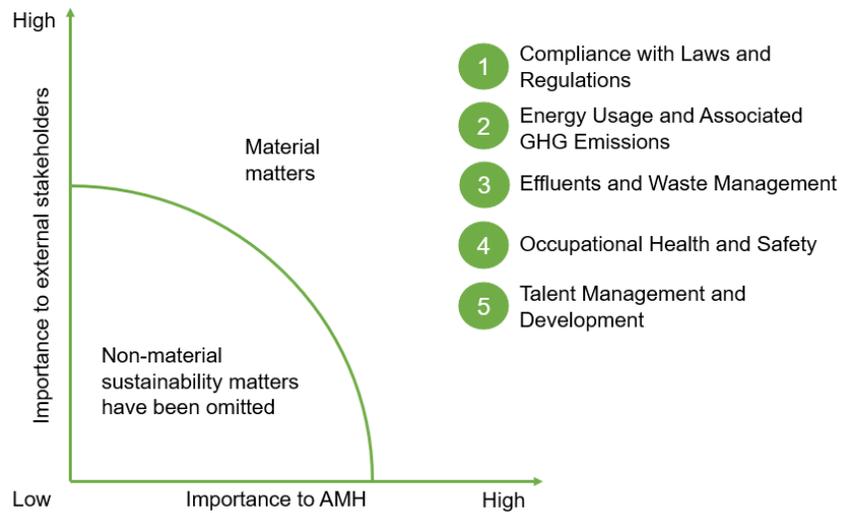


Figure 1. Materiality Assessment Matrix (matters presented in no particular order)

Material Matters		Corresponding GRI Standard Disclosures
1	Compliance with Laws and Regulations	GRI 307-1: Non-compliance with environmental laws and regulations GRI 419-1: Non-compliance with laws and regulations in the social and economic area
2	Energy Usage and Associated GHG Emissions	GRI 302-1: Energy consumption within the organisation GRI 302-3: Energy intensity GRI 305-1: Direct (Scope 1) Greenhouse Gas ("GHG") emissions GRI 305-2: Energy indirect (Scope 2) GHG emissions GRI 305-4: GHG emissions intensity
3	Effluents and Waste Management	GRI 306-2: Waste by type and disposal method GRI 306-3: Significant spills
4	Occupational Health and Safety	GRI 403-9: Work-related injuries GRI 403-10: Work-related ill health
5	Talent Management and Development	GRI 404-1: Average hours of training per year per employee

## SUSTAINABILITY APPROACH

Management supports the Board in implementing, executing, and monitoring the integration of sustainability across the Group.

With a strong commitment to sustainability, the Management reviews the Group's business and operational activities regularly to identify areas of significant business risks including sustainability risks, as well as appropriate measures to control and mitigate these risks. For the full statement on our risk management practices, please refer to our Corporate Governance Report found in pages 13 to 37 of our Annual Report 2022.

## CORPORATE GOVERNANCE

### COMPLIANCE WITH LAWS AND REGULATIONS

AMH believes that effective corporate governance practices are essential to safeguard and enhance shareholders' value. AMH has put in place corporate policies to ensure high standards of corporate governance and ensures that it operates in line with all applicable laws and regulations. The relevant laws and regulations include those from SGX-ST, Ministry of Manpower ("MOM"), Central Provident Fund ("CPF") Board and National Environment Agency ("NEA"). All employees are expected to abide by them and uphold professionalism and integrity when performing their duties at work.

AMH has an internal whistle-blowing policy which provides a channel for employees to report any concerns and incidents on any possible improprieties, misconduct, and malpractices by sending an email directly to our independent director. This policy is communicated to all employees. There is also a grievance mechanism in place where employees can raise any complaints to their supervisor and superiors. In response to any reported incidents or grievances, AMH will conduct a thorough investigation and take appropriate follow-up action. This is key to maintaining high standards of integrity and accountability.

As CNG is regarded as a flammable hazardous material, AMH conforms strictly to the Singapore Civil Defence Force (SCDF)'s regulations on the transport of hazardous materials. This includes transport licensing, vehicle tracking, yearly vehicle inspections, and permitted timings and routes for the transport of CNG.

In FY2022, there were zero cases of non-compliance with all laws and regulations across the economic, social and environmental spheres. We will continue to achieve this performance in the subsequent years.

Perpetual Target	Performance in FY2022
Zero cases of non-compliance with all laws and regulations (socio-economic, environmental)	Achieved



## ENVIRONMENTAL SUSTAINABILITY

AMH strives to minimise the environmental impact of its operations wherever possible while promoting cleaner forms of energy through our involvement in the CNG industry. This helps improve business and operational efficiency and aligns with national priorities. Environmental issues (namely energy and emissions, waste and effluents) are overseen and managed by our Operations Director.

### ENERGY USAGE AND ASSOCIATED GHG EMISSIONS

In comparison with other fuels (such as gasoline and diesel), CNG is considered the cleanest form of fossil fuel energy source with significantly less greenhouse gas emissions per unit of energy. In promoting environmental sustainability, AMH seeks to expand the use of such cleaner forms of energy in Singapore including liquefied natural gas (“LNG”) business which is even cleaner and safer than CNG.

AMH has continued with its energy saving initiative by using more energy- efficient Light-Emitting Diode (“LED”) lighting in its office and production facility and constantly reminded its employees to turn off all the lights when not in use. We also use only two out of the four air-conditioners in our office at any one time and make sure to set an energy-saving room temperature of 25 degree Celsius. We service our air-conditioners every six months or when needed to ensure that they are operating efficiently.

In supplying CNG skids, emissions are produced from diesel used for transport as well as the electricity from the grid used for operations at our office and production facility. In addition to our energy saving drive, to reduce emissions from diesel use, we have continued to optimise travelling routes and parking for our vehicles in our customers’ places, helping to reduce the previous daily travel required from our office to customers’ places. Diesel figures reported include diesel consumed by the vehicle fleet and diesel consumed while vehicle is under maintenance. In FY2022, overall diesel oil consumption increased due to higher usage of our vehicles as compared to FY2021.

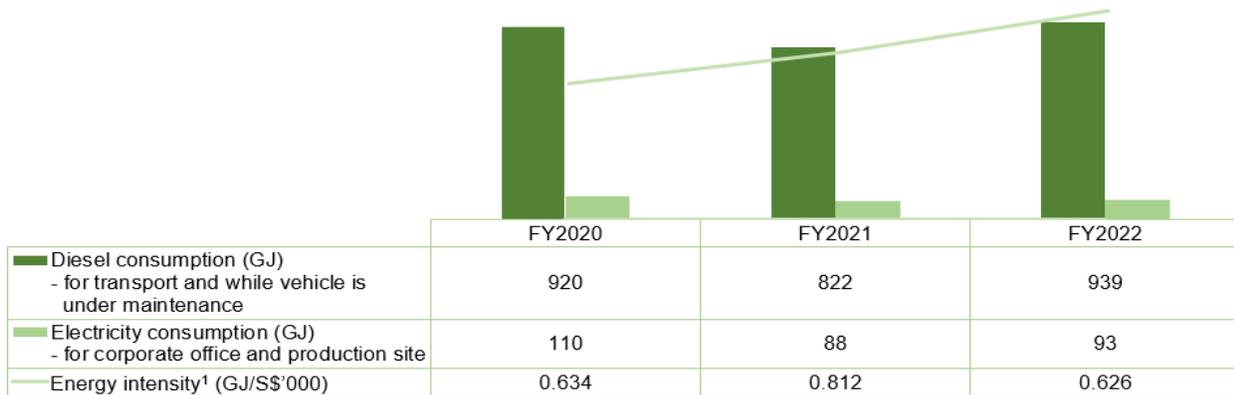


Figure 2. Energy consumption and emissions produced from FY2020 - FY2022<sup>1</sup>

Perpetual Target	Performance in FY2022
Maintain current energy usage levels even with potential business expansion	Achieved

<sup>1</sup> Energy intensity is calculated by total energy (GJ) per S\$'000 in terms of value of work performed in Singapore. Emissions intensity is calculated by total Scope 1 and 2 emissions per S\$'000 in terms of value of work performed in Singapore.

<sup>2</sup> Emission factor taken from GHG Protocol, Emission Factors from Cross Sector Tools, March 2017.

<sup>3</sup> Singapore's grid emission factor used, obtained from Singapore's Energy Statistics 2022.

## EFFLUENTS AND WASTE MANAGEMENT

AMH believes it must be accountable for the waste it generates. AMH is proud to report that all its waste, which consists of plastics and diesel oil, continues to be 100% disposed of by recycling. AMH does not produce any hazardous waste from its operations and there were no significant spills experienced in FY2022. Due to the increased operations, the total amount of waste produced has increased from FY2020 to FY2021. In FY2022, because of the decrease in the amount of plastics used for operations, total waste produced has decreased as compared to FY2021.

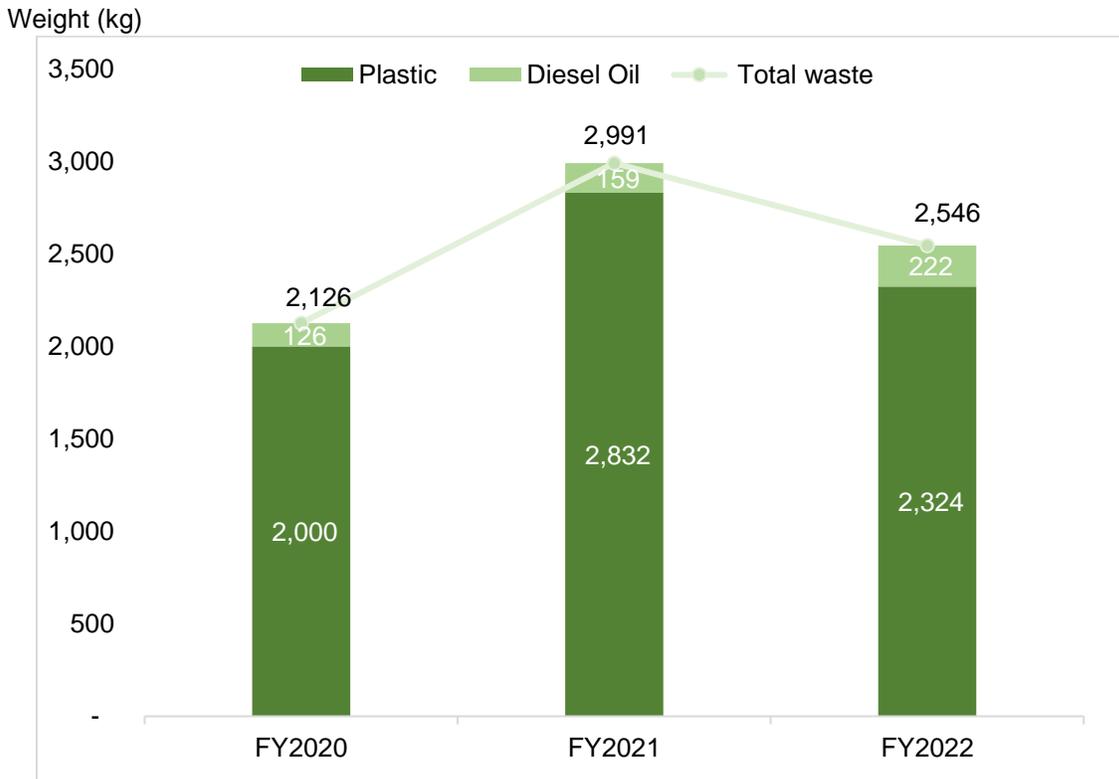


Figure 3. Amount of plastic and diesel oil disposed of, by recycling

Plastic waste is generated as a by-product of our plastic packaging production and is subsequently sold to external vendors for recycling purposes. Diesel waste oil as a by-product of our operations is reused as a lubricant for vehicles or passed on to our repair and maintenance workshop to use and disposed of in a considered manner. We will continue to monitor our waste production closely and ensure our waste produced is recycled as far as possible.

## OUR EMPLOYEES

### PROFILE OF OUR WORKFORCE

AMH is supported by 14 permanent employees who work full-time, consisting of 8 male and 6 female employees (Figure 4). There is a reduction of one employee in our workforce strength from FY2021 to FY2022. Our employees can be broken down into 3 employee categories: Management, Office staff and Production staff.



Figure 4. AMH employees, breakdown by gender from FY2021 – FY2022

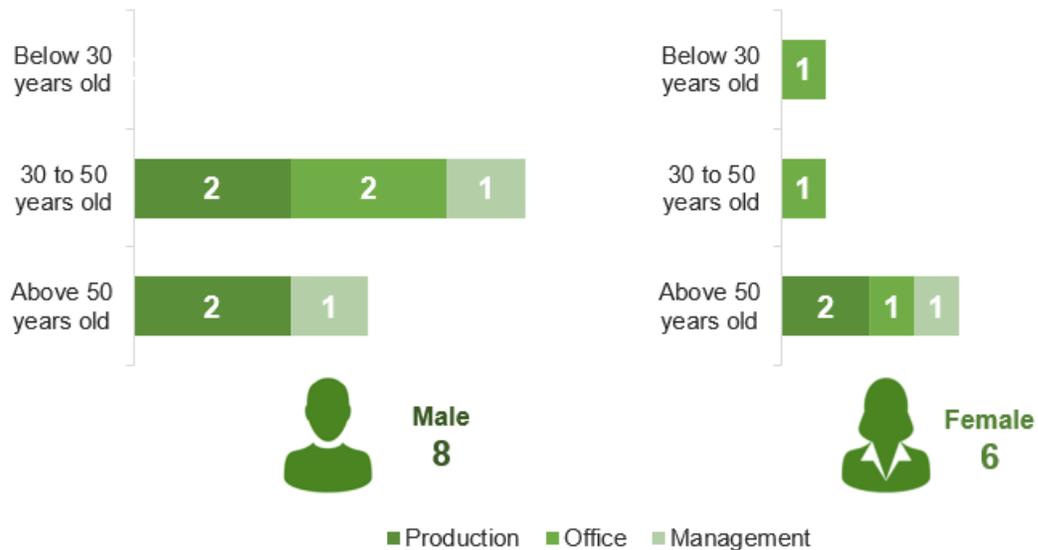


Figure 5. AMH employees, breakdown by age, gender, and employee category in FY2022



## OCCUPATIONAL HEALTH AND SAFETY

A business is only as good as its people. Hence, ensuring employee health and safety is extremely important to us. Our Health and Safety Policy guides our operations, with a systematic and continuous focus on hazard recognition and mitigation. To demonstrate the highest level of commitment, this Policy is signed off by our CEO. It recognises the crucial role both employer and employees must play in protecting the health and safety of our workforce.

AMH's main occupational safety risks occur during the transport and delivery of CNG. We carefully maintain CNG facilities at customers' sites. We have implemented safety operating procedures and use built-in safety features such as a safety hook for the connecting and disconnecting of CNG trailers. Regular spot checks are conducted by our Chief Operating Officer to ensure these safety procedures are always adhered to by workers. These safety procedures are reviewed annually to ensure they remain updated and relevant.

AMH also has a checklist for workers to check all items for every trip. This has helped raise safety awareness among our workers and made it easier for all appropriate checks to be conducted. This is in addition to the monthly/bi-monthly site inspections conducted by our safety consultant. A report is issued after each visit on possible improvements. AMH continues to engage a third-party consultant to review the safety procedures.

A technician also performs weekly checks for leakages in joints. No leakage in joints were detected from these checks.

In case of any unexpected fires, our production sites are equipped with fire safety equipment comprising a fire hose, hydrant, and extinguisher. Employees are also required to always wear safety shoes in production facilities.

Our safety prevention measures begin from the start of hiring of drivers. AMH is careful to employ only experienced drivers with zero demerit points on their driving record and assesses their attitude towards safety during the interview process. As our CNG delivery drivers work alone, they are required to report on their delivery status periodically, via a messaging system to account for their safety in any instance of an unfortunate event.

We recognise that driver speeding to complete more deliveries could be a major issue. To circumvent this, our salary package for drivers is based on a fixed monthly salary that is not dependent on the number of trips they make. There is also a 60km/h speed lock on our delivery vehicles, which are inspected at least once a year.

AMH is proud to report that we have achieved zero fatalities and incidents of injuries and occupational diseases in the past three years. We have also maintained a relatively low employee absentee rate<sup>4</sup>.

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<sup>4</sup> Absentee rate is calculated by: Total days of absence/Total scheduled working days, reported in percentage.

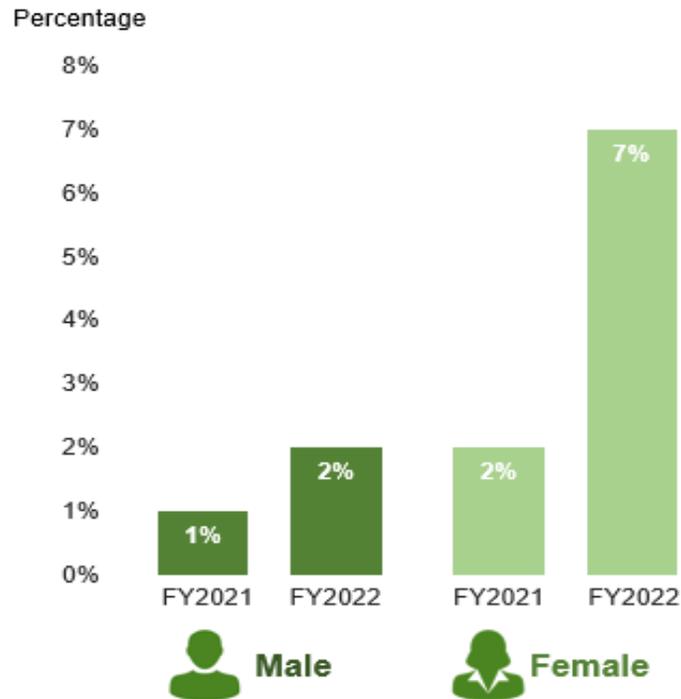


Figure 6. Absentee rate by gender from FY2021 - FY2022

A subsidiary of AMH was awarded bizSAFE level STAR safety, which is a demonstration of our excellence in delivering Workplace Safety and Health. We are committed to improve on our occupational health and safety initiatives and conduct regular reviews of our programmes, processes, risk assessments and controls. A subsidiary of AMH has obtained ISO 45001 certification in year 2020.

Perpetual Target	Performance in FY2022
Zero incidents of fatalities and work injury incidents	Achieved

## AMH'S COVID-19 RESPONSE

As the COVID-19 pandemic gradually moves towards the endemic phase, protecting the health, safety and well-being of our employees still remains our key priority. At AMH, we have implemented the COVID-19 health and safety measures following the guidance and protocol as published by Government. Whether it is through implementing safe distancing measures in the workplace or facilitating staff to work from home, we have taken every step to ensure that our employees are protected from the risks of the virus where possible.

AMH has focused on two primary areas to manage this endemic phase of COVID-19 – effective communication and employee welfare. These strategies have been summarised in the figure below.

Effective communication is a key part of our strategy to manage our response. The employees are kept abreast of new internal policies and safe workplace guidelines by the MOM. These help to prevent any confusion that may have resulted in breaches to safe workplace guidelines by MOM. AMH also encouraged employees to go for COVID-19 vaccination booster shots to optimize safe workplace arrangements. Additionally, employees can reach out to HR or their managers if they have any concerns or difficulties whilst they are working from home.

AMH continued to provide employees with more flexibility in their working hours in FY2022.

AMH's COVID-19 Response	
Effective communication and awareness raising	Employee welfare
<p>In consideration of the endemic phase of COVID-19, AMH remains committed to provide a safe working environment for all its employees.</p> <p><b>This includes communication on:</b></p> <ul style="list-style-type: none"> <li>- General information on preventing spread of COVID-19</li> <li>- Measures to allow for safe distancing such as staggered work times, work from home arrangements, physical management of office space</li> <li>- Encouraging all employees to take vaccination booster shots in FY2022</li> </ul>	<p>AMH is fully aware of the potential difficulties that employees may face while adapting to new workplace arrangement and has therefore implemented several measures to reduce disruption.</p> <p><b>These includes:</b></p> <ul style="list-style-type: none"> <li>- Flexible working arrangements in line with MOM guidelines</li> <li>- Providing face masks, hand sanitisers and ART kits to employees to encourage routine checking</li> </ul>

*Summary of AMH's COVID-19 response*

## TALENT MANAGEMENT AND DEVELOPMENT

Despite challenges posed by the endemic phase of COVID-19, AMH has continued to place significant emphasis on developing and managing our talent. We believe that a competent workforce would be able to better seize new opportunities as the economy charts its path towards recovery. AMH is committed to provide opportunities for employees to increase their capabilities and perform to their fullest potential. Given our relatively small workforce strength, building our human capital is essential. We believe that looking after our employees' wellbeing contributes to higher levels of productivity and is an important aspect of retaining valuable talent. AMH recognises the need for work-life balance and thus has a flexible working hours scheme for our office staff, giving them greater autonomy over their working schedules.

AMH learning and development policy places emphasis on employees' skills upgrading. We send our employees for relevant external training workshops and certifications that are related to their job scope as well as provide them with in-house training conducted by our HR department. An in-house certificate may be issued to these employees who have completed the in-house training. In line with government regulations, our drivers also receive training and attend the Hazmat Transport Driver Permit (HTDP) course once every two years to remain qualified to transport hazardous materials.

AMH is committed to the welfare and development of our employees and will continue to strive towards achieving greater employee satisfaction. We aim to send all our employees to attend at least one training programme a year.

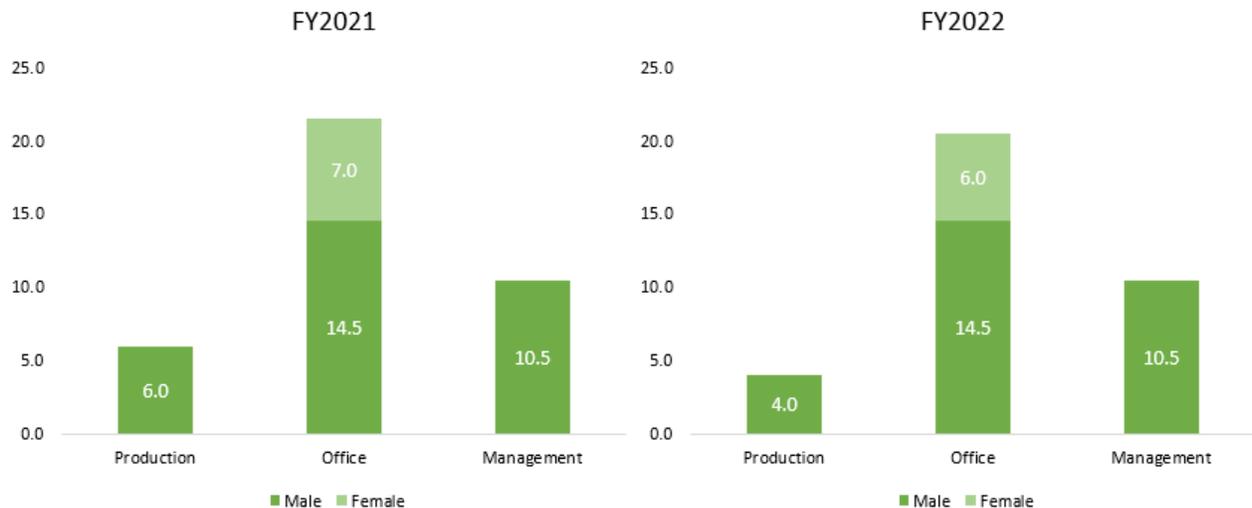


Figure 7. Average Training Hours received by our employees in FY2021 - FY2022

## GRI CONTENT INDEX

GRI Standard Disclosure	Description	Section of Report	Page Ref.
<b>GRI 102: General Disclosures 2016</b>			
<b>Organisational profile</b>			
102-1	Name of the organisation	About Asian Micro Holdings Limited	2
102-2	Activities, brands, products, and services	About Asian Micro Holdings Limited	2
102-3	Location of headquarters	About Asian Micro Holdings Limited	2
102-4	Location of operations	About Asian Micro Holdings Limited	2
102-5	Ownership and legal form	About Asian Micro Holdings Limited	2
102-6	Markets served	About Asian Micro Holdings Limited	2
102-7	Scale of the organisation	About Asian Micro Holdings Limited	2
102-8	Information on employees and other workers	Our Employees: Profile of our Workforce	10
102-9	Supply chain	About Asian Micro Holdings Limited	2
102-10	Significant changes to the organisation and its supply chain	Nil	
102-11	Precautionary Principle or approach	AMH does not specifically refer to the Precautionary Principle when managing risk. However, risk-based consideration is taken in all risk management practices.	
102-12	External initiatives	None	N.A.
102-13	Membership of associations	None	N.A.
<b>Strategy</b>			
102-14	Statement from senior decision-maker	Statement from Board	2
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	We are committed to maintain high standards of corporate governance.	N.A.
<b>Governance</b>			
102-18	Governance structure	Sustainability Approach	6
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups	Stakeholder Engagement	3
102-41	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.	
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	3
102-43	Approach to stakeholder engagement	Stakeholder Engagement	3
102-44	Key topics and concerns raised	Stakeholder Engagement	3
<b>Reporting practice</b>			
102-45	Entities included in the consolidated financial statements	Please refer to Annual Report	
102-46	Defining report content and topic Boundaries	Introduction: About the report	2
102-47	List of material topics	Materiality Assessment	4
102-48	Restatements of information	Nil	
102-49	Changes in reporting	Nil	
102-50	Reporting period	About the report	2
102-51	Date of most recent report	FY2020	
102-52	Reporting cycle	Annual	

102-53	Contact point for questions regarding the report	About the report	2
102-54	Claims of reporting in accordance with the GRI Standards	About the report	2
102-55	GRI content index	GRI Content Index	15-17
102-56	External assurance	About the report	2
<b>Topic-specific GRI Standard Disclosures</b>			
<b>GRI 103: Management Approach 2016</b>			
<b>GRI 307: Environmental Compliance 2016</b>			
<b>GRI 419: Socioeconomic Compliance 2016</b>			
103-1	Explanation of the material topic and its Boundary	Compliance with Laws and Regulations	6
103-2	The management approach and its components	Compliance with Laws and Regulations	6
103-3	Evaluation of the management approach	Compliance with Laws and Regulations	6
307-1	Non-compliance with environmental laws and regulations	Compliance with Laws and Regulations	6
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance with Laws and Regulations	6
<b>GRI 103: Management Approach 2016</b>			
<b>GRI 302: Energy 2016</b>			
103-1	Explanation of the material topic and its Boundary	Energy Usage and Associated GHG Emissions	7-8
103-2	The management approach and its components	Energy Usage and Associated GHG Emissions	7-8
103-3	Evaluation of the management approach	Energy Usage and Associated GHG Emissions	7-8
302-1	Energy consumption within the organisation	Energy Usage and Associated GHG Emissions	7-8
302-3	Energy intensity	Energy Usage and Associated GHG Emissions	7-8
<b>GRI 103: Management Approach 2016</b>			
<b>GRI 305: Emissions 2016</b>			
103-1	Explanation of the material topic and its Boundary	Energy Usage and Associated GHG Emissions	7-8
103-2	The management approach and its components	Energy Usage and Associated GHG Emissions	7-8
103-3	Evaluation of the management approach	Energy Usage and Associated GHG Emissions	7-8
305-2	Energy indirect (Scope 2) GHG emissions	Energy Usage and Associated GHG Emissions	7-8
305-4	GHG emissions intensity	Energy Usage and Associated GHG Emissions	7-8
<b>GRI 103: Management Approach 2016</b>			
<b>GRI 306: Effluents and Waste 2016</b>			
103-1	Explanation of the material topic and its Boundary	Effluents and Waste Management	9
103-2	The management approach and its components	Effluents and Waste Management	9
103-3	Evaluation of the management approach	Effluents and Waste Management	9
306-2	Waste by type and disposal method	Effluents and Waste Management	9



306-3	Significant spills	Effluents and Waste Management	9
<b>GRI 103: Management Approach 2016</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>			
103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety	11-13
103-2	The management approach and its components	Occupational Health and Safety	11-13
103-3	Evaluation of the management approach	Occupational Health and Safety	11-13
403-9	Work-related injuries	Occupational Health and Safety	11-13
403-10	Work-related ill health	Occupational Health and Safety	11-13
<b>GRI 103: Management Approach 2016</b>			
<b>GRI 404: Training and Education 2016</b>			
103-1	Explanation of the material topic and its Boundary	Talent Management and Development	14
103-2	The management approach and its components	Talent Management and Development	14
103-3	Evaluation of the management approach	Talent Management and Development	14
404-1	Average hours of training per year per employee	Talent Management and Development	14