

MS Holdings Limited

Sustainability Report FY2019

*This sustainability report has been prepared by MS Holdings Limited (the “**Company**”) and has been reviewed by the Company’s sponsor, United Overseas Bank Limited (the “**Sponsor**”), for compliance with Rules 226(2)(b) and 753(2) of the Singapore Exchange Securities Trading Limited SGX-ST (the “**SGX-ST**”) Listing Manual Section B: Rules of Catalist. This sustainability report has not been examined or approved by the SGX-ST. 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 Mr. Chia Beng Kwan, Senior Director, Equity Capital Markets, who can be contacted at 80 Raffles Place, #03-03 UOB Plaza 1, Singapore 048624, telephone: +65 6533 9898.

Board Statement 102-14

Dear Stakeholders,

On behalf of the board of directors ("Board" or "Directors") of MS Holdings Limited ("MS Holdings" or the "Group"), we are pleased to present the second Sustainability Report for the financial year ended 30 April 2019.

This report is set out on a 'comply or explain' basis in accordance with Rule 711B and Practice Notice 7F of the SGX-ST Listing Manual Section B: Rules of Catalist.

This Report aims to inform stakeholders of MS Holdings about our sustainability efforts in a transparent and accountable manner. It covers the Group's strategies, policies, practices and performance in relation to economic, environmental, social and governance ("ESG") issues. Our report draws on the internationally recognized framework, the Global Reporting Initiative's ("GRI") Sustainability Reporting Standards.

The Board has considered sustainability issues as part of its strategic formulation, determined the material ESG factors and overseen the management and monitoring of these material ESG factors.

We have identified 11 indicators that matter most to our business, and to both internal and external stakeholders. These material issues are accounted for through the following five sustainability strategies:

Our Strategy

-  **Business Integrity**
-  **Economic Performance**
-  **Environmental Sustainability**
-  **Health & Safety**
-  **Human Capital**

Our Strategy

Business Integrity	Economic Performance	Environmental Sustainability	Health & Safety and Human Capital
<p>The Board of MS Holdings is committed to maintaining a high standard of corporate governance to achieve greater transparency and to protect the interests of its shareholders.</p> <p>We continuously communicate the need to uphold integrity and the Group's firm stance against corruption, as well as the importance of maintaining highest level of conduct and ethical standards.</p>	<p>We believe in the creation of long-term economic value and consistent economic performance for the Group.</p> <p>Our Group generates revenue primarily from the leasing of cranes and trading of new and used equipment.</p> <p>Total revenue for FY2019 increased by 37.7% to S\$14.5 million. This was largely due to an improvement in the utilisation rate of our mobile cranes.</p>	<p>The Group supports global sustainability efforts in building a clean and green city for all to live, work and play in.</p> <p>We remain conscious of our energy and water footprint and look for ways to reduce them while balancing our needs concurrently.</p>	<p>Our team comprises a total of 77 employees as at 30 April 2019.</p> <p>The health & safety of our employees is our priority and we ensure that our staff are well trained to operate equipment in work sites.</p> <p>Policies on health and safety are in place to protect all employees.</p>

Business Outlook

The challenge for the Group in sustaining our business lies in weathering headwinds in the crane rental business, which saw slower growth in 2018 amid a weak construction sector. Nonetheless, the Group is cautiously optimistic of our business prospects looking at the trends and developments of the construction, marine, logistics, oil and gas as well as infrastructure industries.

As announced on 14 January 2019 by the Building and Construction Authority, Singapore's total construction demand in 2019 is expected to remain strong this year.

Further, development projects set out in the URA Draft Master Plan for 2019 and other megaprojects could open up more avenues of opportunities the Group can capitalise on.

We are monitoring developments in the economy closely and remain cautious as we continue to seek business opportunities.

We appreciate having all our stakeholders join us on this journey to creating a more sustainable future.

Mr Yap Chin Hock
Executive Director and CEO

About this Report

Reporting Period 102-48 102-50 102-51 102-52

This is the second annual Sustainability Report which covers the period 1 May 2018 to 30 April 2019 ("FY2019"). Our first Sustainability Report covering the period from 1 May 2017 to 30 April 2018 was published on 29 April 2019.

There are no restatements of information.

GRI Guidelines 102-54 102-56

This report is prepared based on the GRI Sustainability Reporting Standards 2016, in accordance with the 'Core' option. The GRI content index and relevant references are provided on pages 18 to 22.

The ESG data and information provided for the purpose of this report have not been verified by an independent third party.

We have relied on internal data monitoring and verification to ensure accuracy.

Reporting Scope 102-45

The data, statistics and improvement targets in this report focus on our crane leasing and equipment trading businesses that are operated by our wholly-owned subsidiaries, Moh Seng Cranes Pte. Ltd. and MS Equipment Pte. Ltd. respectively.

Feedback 102-53

Your views are important to us and we welcome feedback on this report and any aspect of our sustainability performance.

You may provide feedback to the Financial Controller, Wendy Lee, at hra@mohsengcranes.com.

Our Sustainability Structure 102-18


A robust governance structure is crucial to ensuring MS Holdings is committed to sustainability.

The Group's sustainability drive is spearheaded by the Executive Sustainability Committee which oversees the Group-wide sustainability strategies and initiatives.




About MS Holdings


Who We Are



One of Singapore's earliest mobile crane rental companies, with the business tracing back to the 1960s.


Grown to become one of Singapore's leading mobile crane rental companies, primarily focused on mobile cranes and lorry cranes.





Serve a wide customer base of over 350 customers within the construction, marine, logistics, oil and gas as well as infrastructure industries in Singapore.

A strong track record, comprehensive fleet of cranes and extensive business network built over the last few decades.

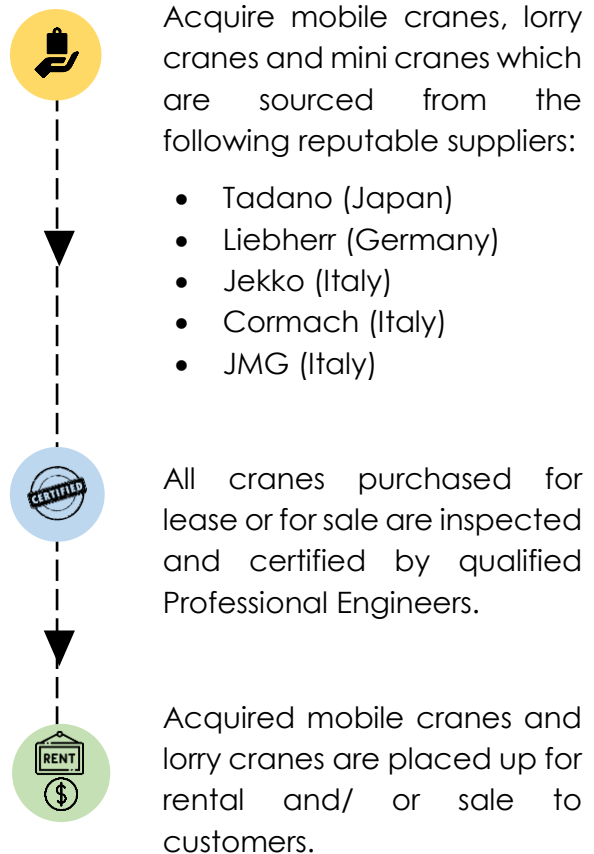


Memberships & Associations 102-13



- Singapore Contractors Association Ltd
- Singapore Chinese Chamber of Commerce and Industry
- Singapore Business Federation
- Singapore Institute of Directors

Our Supply Chain 102-9 102-10



Our Approach to Sustainability

Our Sustainability Strategy

Business Integrity, Economic Performance, Environmental Sustainability, Health & Safety and Human Capital are the five pillars of our sustainability strategy which guide us in creating sustainable value for all our stakeholders. These dimensions have been formalised by our Executive Sustainability Committee and approved by the Board.

Stakeholder Engagement 102-40 102-42 102-43 102-44






Business decisions made by the Group consider the interests of our stakeholders who are or would be affected by our operations and decision-making processes.

Our stakeholders include employees; suppliers; customers; regulators; and investors and shareholders whom we have identified considering the economic, environmental and social impacts of our business, across the supply chain.

Approach to stakeholder engagement

We continually engage our stakeholders in the performance of our business through various channels. This engagement is important as we seek opportunities to manage our business in a sustainable manner.

Stakeholder Engagement at MS Holdings

	Stakeholders' Expectations/Concerns	Engagement Platform	Frequency of Engagement
 Customers	<ul style="list-style-type: none"> • Service quality and excellence • Timely follow-up on customer feedback • Information and data security 	<ul style="list-style-type: none"> • Face-to-face meetings with customers to understand project requirements. • Feedback channels such as email and telephone communications • Corporate website, email and newsletters 	<ul style="list-style-type: none"> • Daily basis through face-to-face meetings
 Employees	<ul style="list-style-type: none"> • Occupational health and safety • Fair labour practices and compensation • Professional development 	<ul style="list-style-type: none"> • Training • Grievance/ feedback channels • Regular reviews and appraisals • Using staff memos sent to crane operators and walkie-talkies on urgent matters 	<ul style="list-style-type: none"> • Important notices are shared with all employees when required
 Investors and Shareholders	<ul style="list-style-type: none"> • Financial performance and sustainability of business • Risk minimisation • Stable rate of return • Business resilience and financial performance • Business strategy and direction • Corporate governance and compliance • Transparent and timely communication of information 	<ul style="list-style-type: none"> • Annual General Meeting • Corporate website and email • Results announcements and news releases 	<ul style="list-style-type: none"> • Annually at minimum with announcements made where necessary
 Suppliers	<ul style="list-style-type: none"> • Clear two-way communication channels • Timely feedback regarding equipment provided 	<ul style="list-style-type: none"> • Quotations and requests for proposal • Ad-hoc meetings to address issues 	<ul style="list-style-type: none"> • Where necessary, through calls for urgent matters
 Regulators	<ul style="list-style-type: none"> • Corporate governance and compliance • Transparent and timely communication of information • Compliance with legislation 	<ul style="list-style-type: none"> • Communications with sponsors through emails and phone calls • Notices sent through emails or mails on updates to regulations relevant to the Group. • Public news channels 	<ul style="list-style-type: none"> • Where there are updates to regulations and statutes • Half yearly financial results announcement • As and when there are disclosures of material information

Reporting Principles 102-46




We applied the GRI reporting principles – stakeholder inclusiveness, the sustainability context, materiality and completeness – in defining the report content by considering the Group's activities, impact and substantive expectations and interests of our stakeholders.

Materiality Review Process 102-46 102-47

Performed in consultation with external consultants, the relevant topics and indicators that we have covered in our Sustainability Report were selected based on our review of the economic, environmental and social impacts which were most significant and based on our consideration of the topics that our stakeholders are most concerned with.

11 indicators from the GRI's Sustainability Reporting Standards 2016, grouped into three main categories, were identified as relevant and material to the operations of MS Holdings.

The materiality assessment was subsequently endorsed by the Group's Executive Sustainability Committee.

Category	Class	Standard	Indicators
 Environment	Energy	302-1	Energy consumption within the organisation
		302-4	Reduction of energy consumption
	Water	303-1	Water withdrawal by source
	Compliance	307-1	Non-compliance with environmental laws and regulations
Category	Class	Standard	Indicators
 Economic	Economic Performance	201-1	Direct economic value generated and distributed
Category	Class	Standard	Indicators
 Social	Anti-Corruption	205-2	Communication and training on anti-corruption policies and procedures
		205-3	Confirmed incidents of corruption and actions taken
	Employment	401-1	New employee hires and employee turnover
	Occupational Health & Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities
	Training and Education	404-1	Average hours of training per year per employee
	Compliance	419-1	Non-compliance with laws and regulations in the social and economic area

Business Integrity

Communication on Integrity and Anti-Corruption 102-16 205-2

The Board of MS Holdings is committed to maintaining a high standard of corporate governance to ensure greater transparency and to protect the interests of its shareholders.

The Group has put in place various policies and practices that will safeguard the interests of shareholders and enhance shareholders' value as part of its effort to maintain high standards of corporate governance.

We continuously communicate the need to uphold integrity and the Group's firm stance against corruption, as well as the importance of maintaining the highest level of conduct and ethical standards, to all our employees. For FY2019, we have continued to communicate such anti-corruption policies and procedures to all our employees.

Whistle-blowing Policy 205-3

The Audit Committee ("AC") has put in place a whistle-blowing policy, whereby employees of the Group or any other persons may in confidence, raise concerns about possible improprieties or other matters to the AC Chairman.

The objective for such an arrangement is to ensure independent investigations of such matters and to allow for appropriate follow-up actions. Reports of suspected fraud, corruption, dishonest practices and other similar matters can be lodged with the AC Chairman.

We are pleased to share that no concerns involving possible incidents of corruption were brought to attention in FY2019. We aim to maintain this for FY2020.

Environment

Energy Consumption and Actions Taken to Reduce Consumption

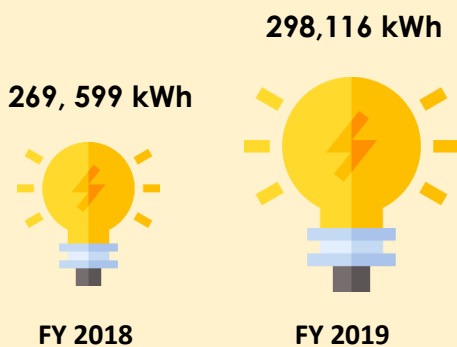
302-1 302-4

Energy consumed by the Group is used for powering our office buildings, yards and repair workshops located at Pandan Road and Gul Drive.

The Pandan Road property has a land area of 8,000 square meters and the Gul Drive property has a land area of 4,900 square meters.

In FY2019, the total electricity consumption at both locations was 298,116 kWh as compared to 269,599 kWh in FY2018. This slight increase in energy consumption was due to an increase in business activities at our Pandan Road property and an increase in employees based at the Gul Drive office.

Electricity Consumption

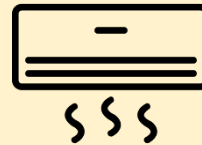


We will monitor our energy consumption and we hope to reduce the energy consumption to the level in FY2018 through the following energy saving initiatives:

Our Energy Saving Initiatives

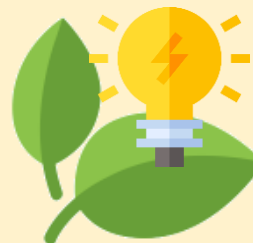


Reminding our employees to save electricity by switching off electrical appliance when they are not in use.



Scheduling regular maintenance and servicing work for our air-conditioning systems to ensure that they are running efficiently.

FY2020 Target

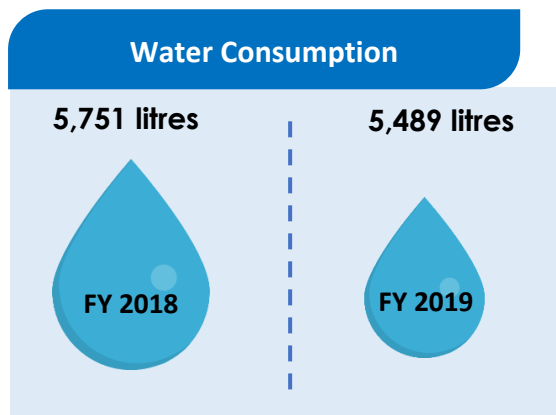


Target to reduce the energy consumption to the level in FY2018.

Water Consumption 303-1




Similar to energy consumption, the water consumed by the Group is for our office buildings, yards and repair workshops which are located at Pandan Road and Gul Drive.

We managed to keep water consumption down this financial year with total water consumption in FY2019 being 5,489 litres compared to a total consumption of 5,751 litres in FY2018.



We will continue our efforts to maintain or reduce our water consumption levels in FY2020 through the following water saving initiatives:

Our Water Saving Initiatives

-  Placing notices within the premises to remind staff to save water
-  Repairing leaks in hoses and pipes promptly
-  Adopting efficient flow rates or flush volumes

FY2020 Target

Target to maintain or reduce our water consumption levels.

Non-compliance with environmental laws and regulations 307-1

There were no fines or non-monetary sanctions for non-compliances with environmental laws and regulations in FY2019.

Social

Employment 102-7 102-8

As at 30 April 2019, the Group has 77 full-time employees, each who had a part to play in the success of MS Holdings. There are no temporary or part-time employees.

Intellectual capital is an asset that should not be overlooked. While new members of the team bring fresh perspectives to how the Group can grow, employees who have been with us for many years provide valuable experience and knowledge.

It is essential that our hiring practices are fair, merit-based and non-discriminatory so that we can find people with the right knowledge and expertise to contribute to the growth of our business. More importantly, we need to build a conducive working environment, so that our employees continue to stay with us.

Our employee demographics is presented on the next page. Our employee demographic data is based on our employee records generated from our Human Resource system.

Employee Hires and Turnover 401-1

We welcomed 20 new employees in FY2019 while 23 employees resigned due to natural attrition, leaving the company to seek other work opportunities. The demographics of the Group's employee hires and turnover can be found on pages 13 and 14.

MS Holdings will continue to build a harmonious workplace for all employees.

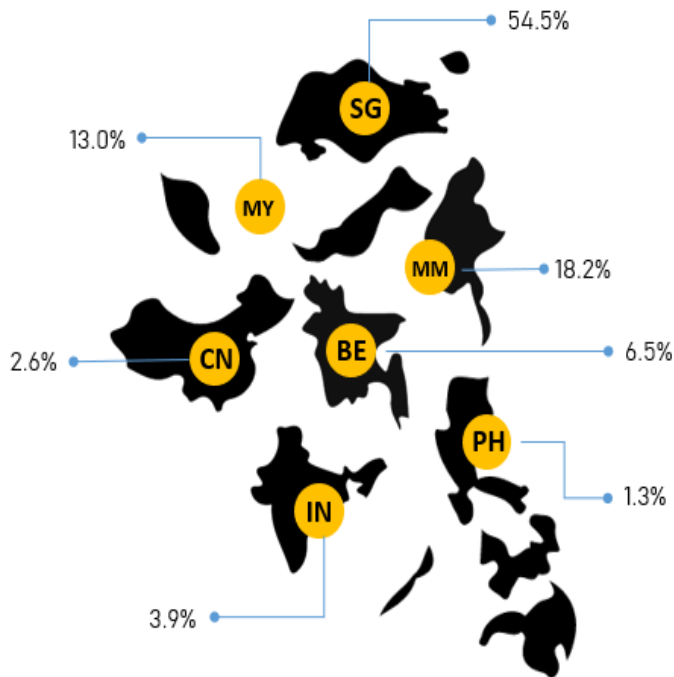
Collective Bargaining Agreements

102-41

Our employees are not covered by collective bargaining agreements.

In building a harmonious work environment and implementing fair employment practices, the Group is guided by the principles set out in the Tripartite Guidelines on Fair Employment Practices established by the Tripartite Alliance for Fair and Progressive Employment Practices in Singapore.

Employee Demographics for FY2019



Distribution by Region

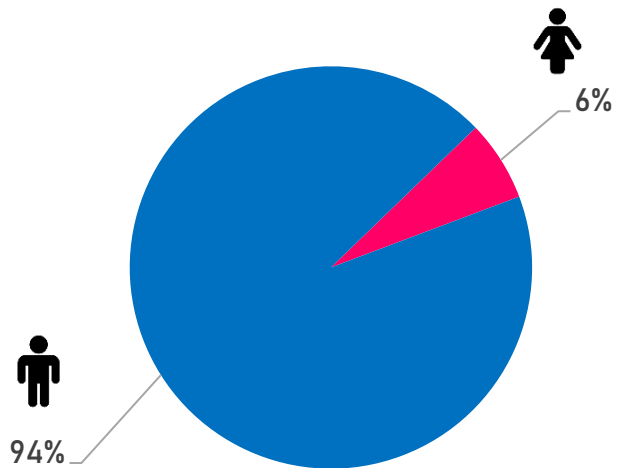
Our employees are from nations across Asia, with Singaporeans (54.5%), Burmese (18.2%) and Malaysians (13.0%) forming the top three nationalities.

Legend:
 BE - Bangladesh
 CN - China
 IN - India
 MM - Myanmar
 MY - Malaysia
 PH - Philippines
 SG - Singapore

Distribution by Gender

Our organisation is male dominated due to the nature of the industry which involves the operation of heavy equipment.

Of our full-time employees, 94% are males and 6% are females.



Age 20 - 29 9%

Age 30 - 39 36%

Age 40 - 49 18%

Age 50 - 59 25%

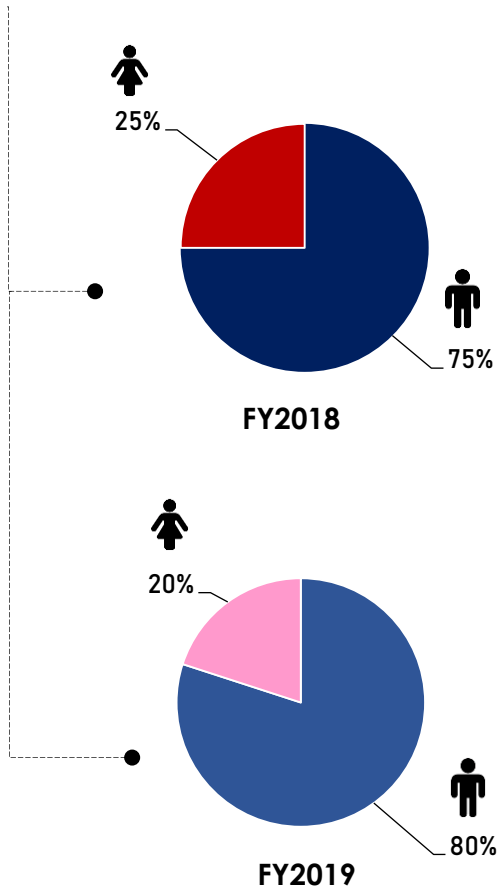
Age above 60 12%

Distribution by Age

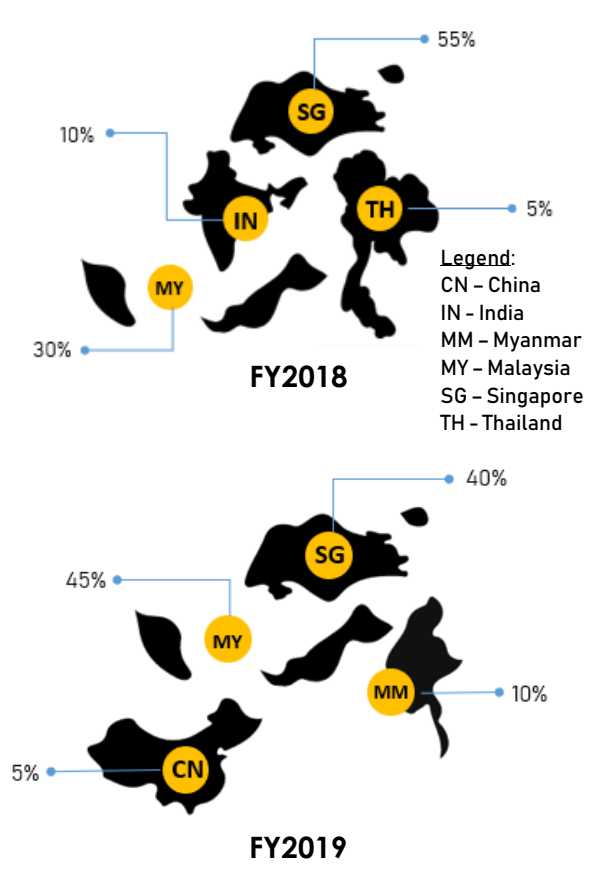
Our team comprises both young and experienced staff from 22 to 72 years of age.

Demographics of Employee Hires in FY2019 401-1

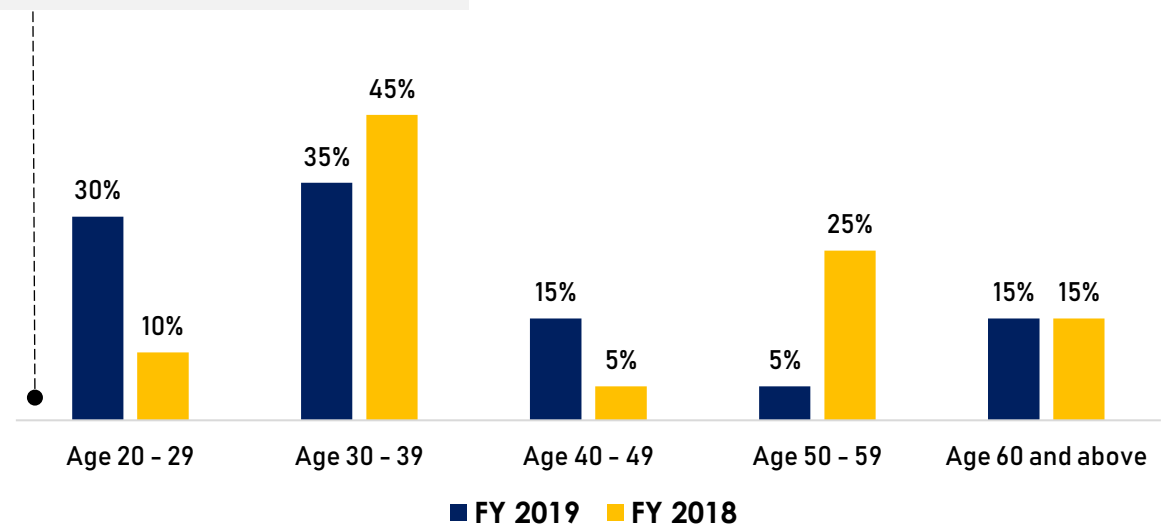
Employee Hires by Gender



Employee Hires by Region

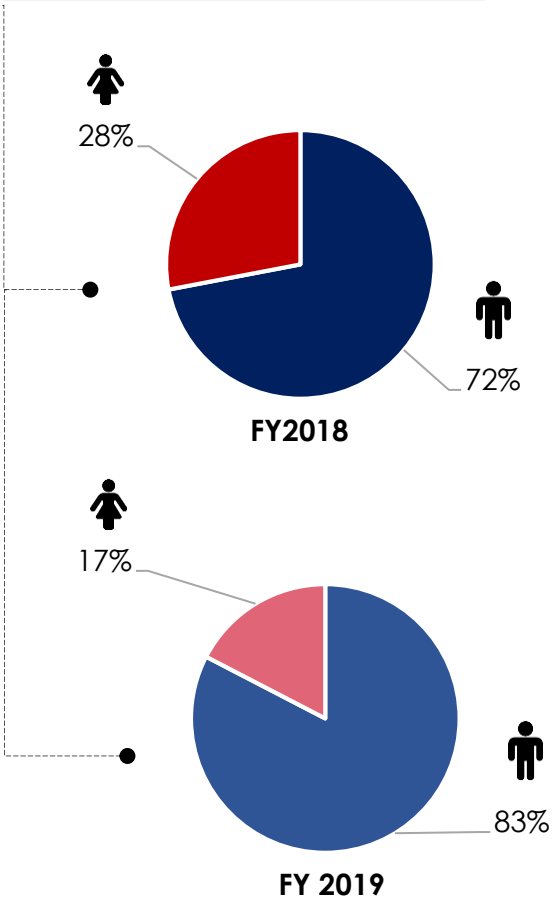


Employee Hires by Age

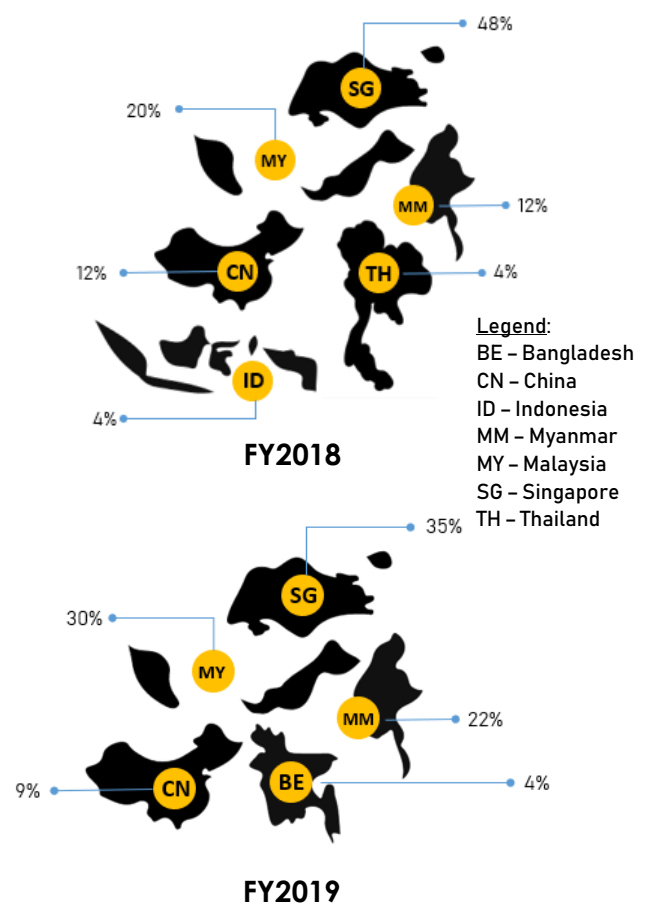


Demographics of Employee Turnover in FY2019 401-1

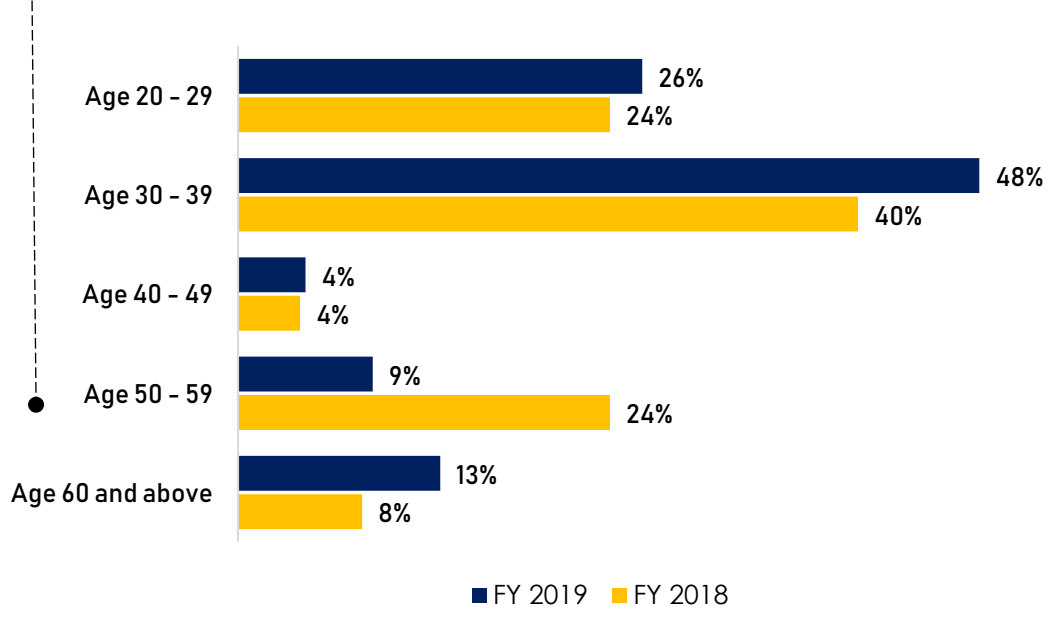
Employee Turnover by Gender



Employee Turnover by Region



Employee Turnover by Age



Occupational Health and Safety

403-2

As the safety of our employees is our top priority, policies and procedures are established to protect our employees from accidents.

Occurrences of Accidents

MS Holdings abides by the Workplace Safety and Health (Incident Reporting) Regulations in the notification and reporting of work-related accidents which covers all employees of the organisation.

For FY2019, there was 1 reported work-related accident where an employee fractured his finger on his right hand while operating a mobile crane (FY 2018: 1 minor accident).

Occupational Health & Safety Initiatives

Since March 2011, our subsidiary, Moh Seng Cranes Pte Ltd, has achieved the BizSAFE Star status and managed to maintain this achievement, which expires on 16th October 2019. Another subsidiary, MS Equipment Pte Ltd, attained a BizSAFE level 3 on 17th August 2018, which expires on 16th August 2021.

The above demonstrates the Group's commitment to ensuring the highest standards of safety.

The safety measures put in place to ensure the health and safety of our employees are summarised in *Table 1* on page 16. This includes formalised safety policies and procedures, performing risk evaluations, conducting regular safety trainings and enforcing stringent supervision to minimise threats to safety.

Safety Targets

We have set a target to achieve zero accidents for FY2019 and was unable to meet the target.

Threats to safety are inherent in the nature of the operational activities of our business and in the work sites which our employees are deployed to. We understand that accidents may happen due to unforeseen circumstances.

The Group strives to achieve zero work-related accidents in FY2020 through enforcing compliance of safety procedures and looking into additional measures to improve the safety of our employees.

Table 1 – Safety measures implemented by MS Holdings

Controls	Implemented Measures
Policies & standard operating procedures	<ul style="list-style-type: none"> • Hazard identification and risk evaluation procedures. • Safe operation and maintenance program manual for mobile cranes. • Guidelines for the selection of mobile cranes. • The <i>Fall Prevention Plan, Safe Work Procedure on Hoisting Operations</i> and other operational policies.
Trainings	<ul style="list-style-type: none"> • Orientation and induction programme for new employees. • Safety trainings for crane operators and specific work. • Safety training on safety supervision.
Operational work	<ul style="list-style-type: none"> • Mandatory supervision. • Assessments performed by the salesman and in-house draughtsman on the condition of the job site for the development of work plans (i.e. lifting plans) before commencing work. • Inspection conducted on the day of work by the lifting team to ensure that the area is safe for work.
Equipment use and maintenance	<ul style="list-style-type: none"> • Each crane operator is assigned to a specific mobile crane or lorry crane to ensure that the operator is familiar with operating the crane. • The servicing schedule of equipment is tracked through the Crane Despatch Monitoring System("CDMS") and prompts for the arrangement for crane servicing. • Servicing is done every 6 months by an authorised examiner and this is a requirement to renew the Lifting Machine certificate.
Crane operator license monitoring	<ul style="list-style-type: none"> • Expiry of crane operator licence is tracked and monitored through the CDMS to ensure that all operators are licensed.
Contractual requirements	<ul style="list-style-type: none"> • Requiring vendors/ subcontractors to undergo training on health & safety. • Requiring vendors/ subcontractors to have an occupational health & safety system and risk management plan.

Training 404-1

Training is necessary to equip our employees with the knowledge and skills to perform work safely without endangering the lives of themselves or their colleagues.

The training attended by crane operators and supervisors focus on safety procedures as the environment in which we operate in has several safety hazards. One of the key risks relates to the unauthorised and unsupervised operation of cranes. Operators and supervisors are required to be properly licensed to be allowed to operate the vehicle.

The following training is compulsory for employees:

- Workshop to Enhance Safety of Crane Operation (for all operators); and
- Construction Safety Orientation Course (for all mobile/lorry crane operators including workers).

The Group will start to track details of training such as the total hours of training each year and attendees by gender and by employee category in FY2020.

Non-compliance with laws and regulations 419-1

MS Holdings is unaware of any non-compliances with laws and regulations in the social and economic areas for FY2019.

GRI INDEX: CORE OPTION 102-55

GRI Indicator	Disclosure	Report Sections	Page Reference
GRI 102: GENERAL			
Organizational Profile			
GRI 102-1	Name of the organization	Cover page of this report	-
GRI 102-2	Activities, brands, products, and services	2019 Annual Report - Corporate Profile (Page 1) - Corporate Structure (Page 6) - Notes to the Financial Statements, Note 12 (Page 85)	-
GRI 102-3	Location of headquarters	2019 Annual Report – Corporate Information (Page 12)	-
GRI 102-4	Location of operations	2019 Annual Report – Notes to the Financial Statements, Note 1 (Page 51) and Note 12 (Page 85)	-
GRI 102-5	Ownership and legal form	2019 Annual Report - Notes to the Financial Statements, Note 1 (Page 51) - Shareholding Statistics (Pages 117 - 118)	-
GRI 102-6	Markets served	2019 Annual Report – Notes to the Financial statements, Note 30 (Page 113)	-
GRI 102-7	Scale of the organization	2019 Annual Report - Consolidated Statement of Comprehensive Income (Page 46) - Balance Sheets (Page 47)	-
		Social – Employment	11
GRI 102-8	Information on employees and other workers	Social – Employment	11 - 14
GRI 102-9	Supply chain	About MS Holdings – Supply Chain	4
GRI 102-10	Significant changes to the organization and its supply chain	There were no significant changes to the organization or supply chain during the period under review.	-
GRI 102-11	Precautionary Principle or approach	MS Holdings does not specifically utilise the precautionary approach when managing risk; however, our management approach is risk-based, and is supported by our Risk Management Framework.	-
GRI 102-12	External initiatives	Not applicable. MS Holdings has not subscribed to or endorsed any externally-developed economic, environmental and social charters, principles, or other initiatives.	-
GRI 102-13	Membership of associations	About MS Holdings – Memberships & Associations	4

GRI Indicator	Disclosure	Report Sections	Page Reference
GRI 102: GENERAL			
Strategy			
GRI 102-14	Statement from senior decision-maker	Board Statement	1 - 2
Ethics and integrity			
GRI 102-16	Values, principles, standards, and norms of behavior	Business Integrity – Communication on Integrity and Anti-Corruption	8
Governance			
GRI 102-18	Governance structure	2019 Annual Report – Report of Corporate Governance (Pages 13 - 35)	-
		About this Report – Our Sustainability Structure	3

GRI INDEX: CORE OPTION 102-55

GRI Indicator	Disclosure	Report Sections	Page Reference
Stakeholder Engagement			
GRI 102-40	List of stakeholder groups	Our Approach to Sustainability - Stakeholder Engagement	5 - 6
GRI 102-41	Collective bargaining agreements	Not applicable. None of the employees are under collective bargaining agreements.	11
GRI 102-42	Identifying and selecting stakeholders	Our Approach to Sustainability - Stakeholder Engagement	5 - 6
GRI 102-43	Approach to stakeholder engagement	Our Approach to Sustainability - Stakeholder Engagement	
GRI 102-44	Key topics and concerns raised	Our Approach to Sustainability - Stakeholder Engagement	
Reporting Practice			
GRI 102-45	Entities included in the consolidated financial statements	Annual Report – Notes to the Financial Statements, Note 12 (Page 85)	-
		About this Report – Reporting Scope	3
GRI 102-46	Defining report content and topic Boundaries	Our Approach to Sustainability - Reporting Principles - Materiality Review Process	7
GRI 102-47	List of material topics	Our Approach to Sustainability - Materiality Review Process	7
GRI 102-48	Restatements of information	About this Report - Reporting Period	3
GRI 102-49	Changes in reporting	There are no significant changes between the FY2019 and FY2018 Sustainability Reports.	-
GRI 102-50	Reporting period	About this Report – Reporting Period	3
GRI 102-51	Date of most recent report	About this Report – Reporting Period	3
GRI 102-52	Reporting cycle	About this Report – Reporting Period	3
GRI 102-53	Contact point for questions regarding the report	About this Report - Feedback	3
GRI 102-54	Claims of reporting in accordance with the GRI Standards	About this Report - GRI Guidelines	3
GRI 102-55	GRI content index	GRI Index	18 - 22
GRI 102-56	External assurance	About this Report - GRI Guidelines	3

GRI INDEX: CORE OPTION 102-55

SPECIFIC STANDARD DISCLOSURES			
GRI Indicator	Disclosure	Report Sections	Page Reference
Management Approach			
GRI 103-1	Explanation of the material topic and its Boundary	Please refer to the respective GRI indicators (Specific Standard Disclosures) in the GRI Content Index for more information.	-
GRI 103-2	The management approach and its components		
GRI 103-3	Evaluation of the management approach		
Economic			
Economic Performance			
GRI 201-1	Direct economic value generated and distributed	2019 Annual Report - Consolidated Statement of Comprehensive Income (Page 46) - Balance Sheets (Page 47)	-
Anti-Corruption			
GRI 205-2	Communication and training about anti-corruption policies and procedures	Business Integrity - Communication on Integrity and Anti-Corruption	8
GRI 205-3	Confirmed incidents of corruption and actions taken	Business Integrity – Whistle-blowing Policy	
Environment			
Energy			
GRI 302-1	Energy consumption within the organization	Environment – Energy Consumption and Actions Taken to Reduce Consumption	9
GRI 302-4	Reduction of energy consumption	Environment – Energy Consumption and Actions Taken to Reduce Consumption	9
Water			
GRI 303-1	Water withdrawal by source	Environment - Water Consumption	10
Environmental Compliance			
GRI 307-1	Non-compliance with environmental laws and regulations	Environment - Non-compliance with environmental laws and regulations	10
Social			
Employment			
GRI 401-1	New employee hires and employee turnover	Social – Employment	11, 13 & 14
Occupational Health and Safety			
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Social – Occupational Health and Safety	15
Training and Education			
GRI 404-1	Average hours of training per year per employee	Social – Training	17

SPECIFIC STANDARD DISCLOSURES			
GRI Indicator	Disclosure	Report Sections	Page Reference
Social			
Socioeconomic Compliance			
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Social – Non-compliance with laws and regulations	17