

# SUSTAINABILITY REPORT

## BOARD STATEMENT

Rex International Holding aspires to create a sustainable business model by adopting best practices in the environment, social and governance (“ESG”) aspects of its business. Our sustainability objectives are to create long-term value for shareholders, our marketplace and customers, the communities we operate in, our people and the environment.

Sustainability efforts, including the oversight, management and monitoring of materiality topics at Rex International Holding, are led by the Company’s management team, which reports directly to the Board. The Company considers the following as building blocks for sustainability: corporate governance, business strategy, risk management, and metrics and targets. These building blocks are covered in the various sections of this Annual Report.

For this 2019 Sustainability Report, the Board has considered sustainability issues, and together with the management team, has determined the material ESG factors for the Group. The six materiality topics identified in the 2018 Sustainability Report have been retained in the 2019 Sustainability Report.

Rex International Holding aims to review and evaluate these materiality topics regularly as well as progressively add metrics and targets to its business in its subsequent sustainability reports.

## ABOUT THIS SUSTAINABILITY REPORT

This is the fourth Sustainability Report by Rex International Holding, which is headquartered in Singapore. This Sustainability Report covers the financial year from 1 January to 31 December 2019 and is aligned with the Group’s financial year. This report has been prepared in accordance with the Global Report Initiative (GRI) Standards: Core option. The GRI Standards were chosen, given its longstanding universal application and robust guidance. The GRI content index and the relevant references are provided at the back of this report.

The Company has also referenced the Sustainability Accounting Standards Board’s (SASB) Oil & Gas Exploration & Production (“E&P”) Sustainability Accounting Standard (October 2018) for sustainability issues most likely to impact the operating performance or financial condition of E&P companies, regardless of location. These issues include Environment; Social – Community Relations, Workforce Health & Safety; as well as Leadership & Governance – Business Ethics & Transparency, Risk Management, Legal & Regulatory Environment.

Unless otherwise stated, the report covers the ESG performance of Rex International Holding and its subsidiaries in Singapore, Norway and Oman. It is to be noted that the Human Capital performance indicators pertain only to staff in Rex International Holding.

This report supplements information on the Company’s strategies and activities in relation to sustainability practices regarding ESG factors, which are covered in other parts of this Annual Report. The report can be read or downloaded from <https://rexih.com>.

Rex International Holding welcomes feedback from stakeholders on how it can improve on its sustainability reporting. Stakeholders can send their comments and suggestions to [info@rexih.com](mailto:info@rexih.com).

The Company will publish the Sustainability Report annually, to account for its performance and strategy on key ESG issues that matter to its stakeholders.

## STAKEHOLDER ENGAGEMENT

The Company engages its stakeholders regularly through various communications channels. Such engagement with stakeholders allows the Company to identify, initiate, review and add to its sustainability efforts.

STAKEHOLDER GROUPS	PURPOSE & GOAL	MODES OF ENGAGEMENT	KEY CONCERNS RAISED BY STAKEHOLDER GROUPS
 <p><b>Shareholders &amp; Investors – institutional investors, analysts, retail shareholders</b></p>	<p>Provide timely and accurate information to shareholders and the investing public</p>	<p>Dedicated Investor Relations section on the company's website</p> <p>SGXNet announcements</p> <p>Annual / Extraordinary General Meetings</p> <p>Quarterly Financial Reports</p> <p>Annual Reports / Circulars</p> <p>Meetings with investors and analysts, roadshows and conferences</p> <p>Corporate and marketing videos, factsheets</p> <p>Communications via email and social media</p>	<p>Business performance and strategy</p> <p>Debt position</p> <p>Sustainable delivery of returns</p> <p>Industry conditions</p> <p>Market presence</p>
 <p><b>Partners and Clients</b></p>	<p>Collaborative efforts with partners to find oil in exploration drilling campaigns</p> <p>Provide timely and accurate Rex Virtual Drilling ("RVD") analyses to clients</p>	<p>Regular meetings, feedback and correspondences</p> <p>Electronic communications</p>	<p>Timely financial contribution to exploration drillings</p> <p>Fast and accurate RVD analyses</p> <p>Environmental, health &amp; safety</p>
 <p><b>Employees</b></p>	<p>Inclusive environment with enhanced well-being and productivity, with opportunities to develop skills</p>	<p>Weekly internal meetings</p> <p>Employment incentives</p> <p>Training courses / seminars</p> <p>Staff bonding activities</p>	<p>Reward and recognition</p> <p>Training and career development</p>
 <p><b>Regulators and service providers</b></p>	<p>Compliance with government policies, rules and regulations</p> <p>Fair and reasonable treatment</p>	<p>Regular meetings, feedback and correspondences</p>	<p>Compliance with rules and regulations</p> <p>Sharing of best practices</p>
 <p><b>Community</b></p>	<p>Contribute to the communities we operate in</p>	<p>Corporate social responsibility efforts</p>	<p>Environment</p> <p>Corporate philanthropy</p>

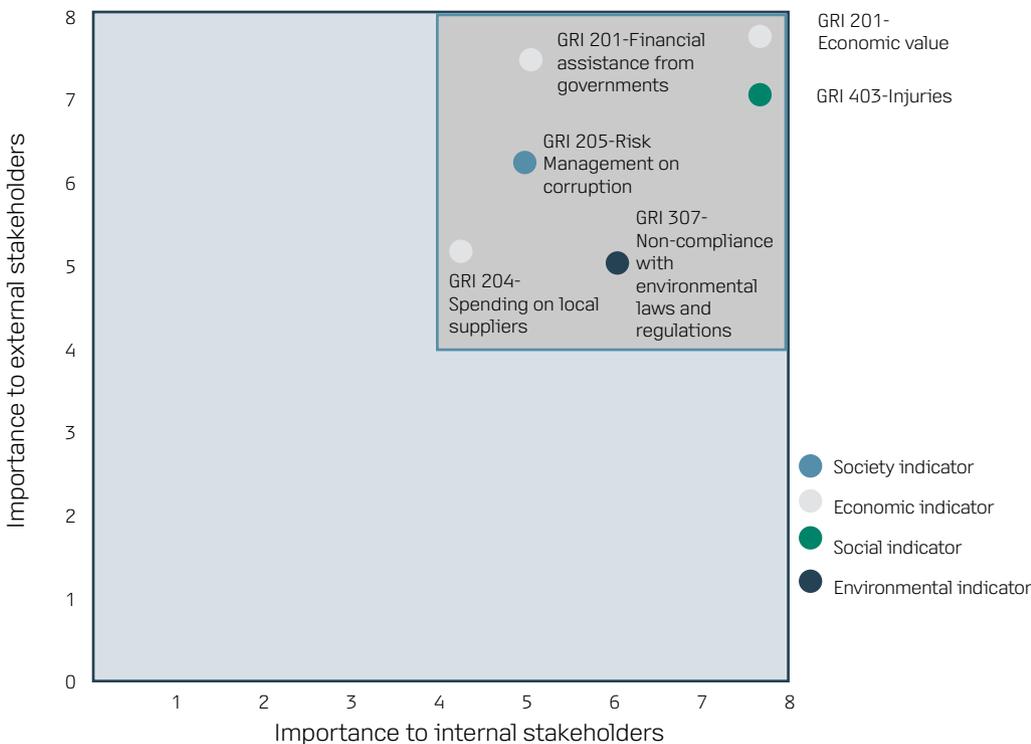
## MATERIALITY ASSESSMENT

A materiality assessment was conducted by the Management, referencing the GRI Standards, to define the key material topics for Rex International Holding, against the backdrop of continued volatility in oil prices, heightened climate change activism, breaches in business ethics and trust, as well as changing investor expectations on the role of corporates.

The Group identified the materiality topics after having considered value drivers for the Group, feedback from stakeholder engagements, risk management policies in place, markets in which the Group operates, and the Group's business strategies and activities in these markets.

The Group identified, rated, prioritised, and then validated the materiality topics. For FY2019, the six material topics, including two which were added in FY2018, have been maintained. The Management and Board have reviewed and endorsed the following materiality matrix:

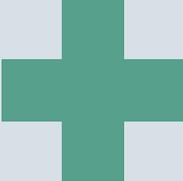
### MATERIALITY MATRIX



### MATERIAL TOPICS SELECTED FOR SUSTAINABILITY REPORTING

NO.	CATEGORY	ESG ISSUES	MAPPED TO GRI ASPECTS
1	Economic	Economic and financial performance	GRI 201-1 - Economic value generated and distributed
2	Economic	Economic consideration for investment	GRI 201-4 - Financial assistance received from government
3	Social	Worker Health and Safety	GRI 403-2 - Injury, lost days and total number of work-related fatalities, by region and by gender
4	Society	Risk Management	GRI 205-1 - Total number and percentage of operations assessed for risks related to corruption and significant risks identified
5	Economic	Procurement Practices	GRI 204-1 - Spending on local suppliers
6	Environment	Environmental Compliance	GRI 307-1 - Non-compliance with environmental laws and regulations

## TARGETS FOR MATERIAL TOPICS

NO.	MATERIAL TOPICS	TARGETS	FY2019 ACHIEVEMENTS
1	 <p><b>Economic value</b></p>	<p>Short-term goal: To unlock value by achieving more oil discoveries and building up on its contingent resources and reserves.</p> <p>Short-term goal: To unlock value by selling oil-in-the-ground.</p> <p>Short-term goal: To have commercial oil production as stable revenue stream.</p> <p>Long-term goal: To become profitable.</p>	<p>Norway:</p> <ul style="list-style-type: none"> <li>Interests in the Rolvsnes discovery and related assets were divested for US\$45 million.</li> <li>The Shrek discovery in PL838 was estimated by the operator to have about 19 to 38 million barrels of oil equivalents.</li> </ul> <p>Oman:</p> <ul style="list-style-type: none"> <li>Spudded Yumna 1 appraisal well in Block 50 Oman on 26 December 2019 as initial well for Early Development Phase testing.</li> </ul>
2	 <p><b>Financial assistance from government</b></p>	<p>To invest in exploration assets in jurisdictions that offer attractive tax incentives:</p> <p>Norway: Annual cash refunds for 78 per cent of all exploration expenditures are given annually.</p> <p>Oman: Cost recovery pool can be reclaimed after declaration of commerciality.</p>	<p>Norway: Lime Petroleum AS (“LPA”) received US\$28.80 million in tax refunds from the Norwegian government, compared to US\$7.07 million in FY2018.</p>
3	 <p><b>Employee health and safety</b></p>	<p>Zero fatality rate. No down time related to Health, Safety, Security and Environment (“HSSE”) issues.</p>	<p>Norway: Zero fatality rate in the drilling of the Shrek well in which LPA participated and no down time related to HSSE issues.</p> <p>Oman: Zero fatality rate in the drilling of the Yumna 1 well in which subsidiary Masirah Oil Ltd (“MOL”) is the operator. There was no down time related to HSSE issues.</p>
4	 <p><b>Anti-corruption</b></p>	<p>Zero tolerance towards fraud, corruption and unethical actions.</p>	<p>No instance of whistle-blowing, and no instances of bribery or corruption have been identified in FY2019.</p>
5	 <p><b>Sustainable Supply Chain Management</b></p>	<p>To procure all services from local suppliers, provided they can deliver the required quality on cost and time.</p>	<p>Majority of contracts for the drilling of the Shrek well was procured from Norwegian service providers.</p>
6	 <p><b>Compliance with environmental laws and regulations</b></p>	<p>100 per cent compliance.</p>	<p>100 per cent compliance achieved.</p>

It is to be noted that the targets for the materiality topics, which form part of the corporate performance objectives, are linked to the variable component of the remuneration for the Executive Directors and key management personnel.

Further information on the performance criteria for remuneration can be found in the Corporate Governance section of this Annual Report.

## APPROACH TO SUSTAINABILITY

Since its listing on 31 July 2013, Rex International Holding has strived to create long-term growth to shareholders, offer investors a sound investment opportunity based on its game-changing technology, adopt responsible business practices and high corporate governance standards, lessen adverse impact to the environment, be an employer of choice and contribute back to communities where it operates.



## SUSTAINABILITY GOVERNANCE

- The Management, headed by the Chief Executive Officer, oversees sustainability at Rex International Holding. This sets the tone for the integration of business and sustainability strategy from the top. Management also reviews the Company's sustainability strategy, approach and performance.
- Rex International Holding was ranked No. 123 in the Singapore Corporate Transparency Index 2019, out of 578 companies listed on both the Singapore Exchange's Mainboard and Catalist. The Company achieved a score of 72, well above the mean score of 59.3 for the year. This was also an improvement from a score of 69 in 2018. The Company continued to be the highest ranked among Singapore-listed oil exploration & production companies for the fourth consecutive year.
- Rex International Holding was an early adopter of the Code of Corporate Governance 2018 (the "Code"), for its Corporate Governance report in its 2018 Annual Report published in 2019. According to KPMG, a mere 14 per cent of Singapore listed companies were early adopters of the Code in 2019 based on preliminary research of 160 companies available as at 31 January 2020.



## ECONOMIC

### ECONOMIC AND FINANCIAL PERFORMANCE\*

- The Company's short-term goal is to unlock value by achieving more oil discoveries in its exploration assets and building up on its contingent resources and reserves.
- The Company's long-term goal is to be continually profitable.
- Details of the Company's economic and financial performance are found in the Financial Statements section of this Annual Report.

\* Material issue

### FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT\*

- With oil exploration being a capital-intensive industry, the Company looks to invest in exploration assets in jurisdictions that offer attractive tax incentives. Incentives or financial assistance from the governments in these jurisdictions are a key determining factor for the Group's investment decisions as these will have a bearing on the Group's return on investment in the long term.
- In Norway, the Company's subsidiary LPA was established in 2012 and became a Pre-qualified Petroleum Company in February 2013. Hence, the company is eligible for tax refunds of 78 per cent of all oil exploration costs, regardless of any oil discovery or not. This allows the Group to participate in a highly developed oil market among reputed operators in Norway. In FY2019, LPA received US\$28.8 million in tax refunds from the Norwegian government, compared to US\$7.07 million in FY2018.
- In Oman, an audit of recoverable costs and proposed budget are regularly presented to the Omani Ministry of Oil & Gas for approval.
- This aspect would continue to be a major consideration for the Company's investment decisions in the future.

### PROCUREMENT PRACTICES\*

- The Group has in place a detailed tender process for the appointment of contractors and service providers and spending on local suppliers.
- Authorisation of Expenditure by the associated partners in a licence before the start of any drilling project is required. This is preceded by detailed documentation of the proposed capital expenditure related to exploration, development and production.



## SOCIAL

### WORKER HEALTH & SAFETY\*

- The upstream or oil E&P sector is a capital and labour intensive sector that carries significant risks. The drilling of exploratory wells requires a technically specialised crew to be on-site for weeks in a potentially combustible environment. As such, the Company considers worker health and safety to be a material ESG factor.
- Operators managing exploration drillings in which the Company participates have to adhere to strict HSSE regulations and are subject to prequalification and audit for every drilling undertaken in the respective jurisdictions.
- Where Rex International Holding or any of its subsidiaries is the operator, risks associated with our operations are managed through the implementation of our Operations Risk Management System (“ORMS”). The ORMS is adapted to the local rules and regulations in each jurisdiction where necessary.
- The Group aims to have zero major injuries and fatalities in drilling campaigns and no downtime related to HSSE issues whereby its subsidiary is the operator.
- The Group participated in one drilling in Norway and one drilling Oman in 2019. No major injuries nor fatalities were sustained during these drilling operations and no days were lost.
- Safety training is compulsory for all crew working offshore and safety meetings and work briefings are held with the contractors’ staff on a regular basis.

### TALENT MANAGEMENT

- As a relatively young company, the Company considers human capital as one of its key assets. The Company aims to inculcate its values of innovation, integrity and entrepreneurship among its staff by availing learning and development opportunities to them.
- In 2019, the Company’s employees have been assessed against a set of internal performance targets, which also includes ESG targets.
- Rex International Holding offers fair compensation packages, based on practices of pay-for-performance and promotion based on merit, to its employees.

- Employees are also entitled to various healthcare and insurance subsidies.
- The Company agrees with international human rights conventions, such as the Universal Declaration of Human Rights and the International Labour Organisation (ILO) Conventions, against coerced labour and discrimination in any form.

### STAFF DEVELOPMENT

- The provision of appropriate development and training opportunities to employees is one of the key internal performance targets monitored by the Company. In 2019, employees in Singapore attended a variety of seminars, averaging 15.5 hours of staff training per employee.

#### FINANCE

Singapore Business Federation (SBF) - Briefing on Company’s Tax Obligations for Year of Assessment 2019

Goods and Services Tax (GST) Seminar: International Services & Reverse Charge Mechanism

EY - Financial Reporting

KPMG - Singapore Budget 2019

#### INVESTOR RELATIONS

IRPAS – Investor Relations: Now and Tomorrow

#### INDUSTRY RELATED

SGX Oil & Gas Seminar

SGX Seminar – Disruption in Energy

SGX – Mind Your Carbon

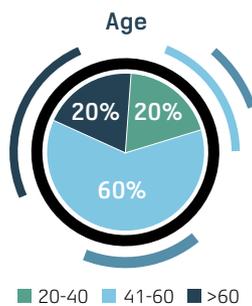
#### MANAGEMENT

The Business Times – Cutting Edge

- The Company also engages its employees and seeks to forge stronger relationships through regular social events and feedback channels.

### DIVERSITY AND INCLUSION

- The Company embraces diversity in terms of gender, age and ethnicity in its work force.
- In FY2019, there was one departure and one new hire.
- In FY2019, one female staff member returned to work after maternity leave.



Note: Charts are for Rex International Holding Limited only; excludes subsidiaries



## SOCIETY

### RISK MANAGEMENT

- The Company views Risk Management as a key governance factor and is committed to maintaining a sound system of risk management and internal controls to safeguard shareholders' interest and the Company's assets.
- A Risk Management Committee, overseen by the Audit Committee, is in place. KPMG Services Pte. Ltd. (KPMG), an independent third party, has been engaged annually from FY2013 to FY2018, to develop and review a Board Assurance Framework that includes an enterprise risk management framework to assess the Company's evolving risk profile and risk mitigation plans. The FY2019 risk review was done in-house.
- The Risk Management Committee has considered in detail the most material risks for the Company which include strategic, financial, operational, compliance, fraud and corruption, litigation and cyber security risks.
- Further details of the Company's enterprise risk management framework and internal controls are found in the Corporate Governance section of this Annual Report.
- Regular discussions are held with our employees to focus on addressing any specific risks identified from time to time in connection with the Group's operations. The Group also carries out follow-up reviews from time to time to ensure the effective implementation of our risk management procedures. The Company aims to continue to mitigate risks effectively and to ensure that internal controls remain robust.

### CODE OF CONDUCT & ETHICS POLICY\*

- All board committees are chaired by independent non-executive Directors.
- Each year, the Nominating Committee undertakes a process to evaluate the effectiveness of the Board as a whole and the Board Committees, facilitated by an independent external consultant, if and when necessary. More details are found in the Corporate Governance section of this Annual Report.
- The Company has in place a code of ethics and business conduct policy and a conflict of interest policy, which encompass the Company's zero tolerance stance against bribery and corruption. A whistle-blowing policy is also in place. There was no incidence of whistle-blowing, bribery or corruption, anti-competitive behaviour nor fines for non-compliance with the law in FY2019, as was the case for each consecutive financial year since the Company's listing in July 2013.
- The Company's internal audit function is outsourced to Ernst & Young Advisory Pte Ltd. More details on the role and activities of the internal auditors, as well as details of the Group's whistle-blowing policy and oversight thereof can be found in the Corporate Governance section of this Annual Report.

### DATA PRIVACY AND PROTECTION

- We conduct our business in compliance with the Personal Data Protection Act (PDPA) in Singapore and the European Union General Data Protection Regulation (GDPR).

## COMMUNITY

As a young company, we aspire to do good in the communities we operate in. In 2019, Rex International Holding's Singapore office participated in the "Gifts of Joy" initiative by its landlord to fulfil wishes for 781 students at Rainbow Centre's Special Education (SPED) schools serving children and youth aged 7 to 18 years old with a diverse range of developmental and learning needs. This is the fifth time that the Company has participated in its landlord's "Gift of Joy" initiative.



## PRODUCT RESPONSIBILITY

### MARKETPLACE & CUSTOMERS

- The Company had previously used its proprietary technology RVD on its own assets. With the collapse of oil prices since mid-2014, the Company has made the strategic decision to also offer RVD as a service for oil exploration companies, as an additional tool to de-risk their assets.
- Research and development efforts on RVD have continued unabated during the past few years. The latest version, RVD version 4.2, is even more accurate and faster than previous versions, allowing the Company to scale up on the number of licences to be analysed at any one time.
- Continued to strive towards compliance with privacy protection rules with regard to shareholders and customers.
- In marketing communications, the Company strives for a high standard in fair marketing communications.
- The Company aims to garner more external clients for its RVD services in 2020.



## ENVIRONMENTAL

### ENVIRONMENTAL COMPLIANCE\*

- The Group is committed to participating in oil exploration and production projects that minimise the impact of its activities on the surrounding natural environment, particularly in environmentally sensitive areas or areas with elevated operational risks, such as deep water or high-pressure areas.
- In FY2019, Rex International Holding's subsidiary LPA participated in the drilling of an exploration well and an appraisal well on the Shrek prospect in the Norwegian Sea licence PL838 which resulted in an oil and gas

discovery. The operator, PGNiG Upstream Norway AS, had performed extensive environmental baseline and impact studies prior to the drilling, in order to ensure protection of the environment.

- There was only one minor incidence of non-compliance with Norway's strict environmental laws and regulations for this well in FY2019. The incident related to a discharge of water-based drilling fluids and cuttings beyond volumes defined in the permit to drill. The additive agents discharge was salt (category green) and Polyglycon (category yellow). The discharge was due to a failure of the mud control system in the early stage of the drilling. Necessary corrective action was taken and the excess discharge was documented and duly reported to the Norwegian Environmental Agency. Post-drilling, the sea bed has been inspected by sonar and a Remotely Operated Vehicle, with no evidence of damage to the sea bed environment.
- In Oman, Rex International Holding's subsidiary MOL has an in-house HSE manager to oversee drilling and production activities. A third-party consultancy has been appointed to do the Environmental Impact Assessment report.

### REDUCING CARBON FOOTPRINT

- The Group's proprietary liquid hydrocarbon indicator, the RVD technology, empowers the Group to have a higher chance of success in finding oil, and in turn, minimises the use of resources and the adverse impact on the environment as fewer dry wells will be drilled.
- The Group recognises the global trend to move from fossil fuel towards clean and sustainable energy. Renewables are also quickly representing the largest growth area in new energy supply. In 2019, the Company obtained shareholders' approval to diversify its business into sustainable energy, sustainable solutions for materials and development in various industries, and ownership or acquisition of related technology. The Group will, if the right opportunities arise, consider investments in these fields.
- With SGX allowing the move towards electronic transmission of shareholder documents with effect from March 2017, the Company obtained shareholders' approval at its 2018 Annual General Meeting to change its Constitution accordingly so as to adopt the e-communication regime for its shareholder base. With effect from 2019, the Company has done away with mailing out physical copies of the Annual Report and CD-ROMs of the Qualified Person's Reports. Shareholders can view the aforementioned reports on the Company's website <https://rexih.com>.

However, physical copies of the Annual Report will still be made available upon request. This e-communication regime will help in reducing the Company's environmental footprint while lowering operational costs. In 2019, the Company's savings in annual report production cost was 45.9 per cent while savings in postage cost was 78.5 per cent from the previous year, when physical copies of the Annual Report and CD-ROMs of the Qualified Person's Report were mailed out to shareholders.

- Despite its lean staff strength, the Company has made efforts to reduce energy consumption in its Singapore office. Rex International Holding participated in the "Green the Red Dot" movement on Eco Action Day, Singapore's largest business-led environmental awareness campaign encouraging awareness and action for the environment. This campaign supported the World Environment Day on 5 June 2019 and is a registered Sustainable Development Goals Partnership Platform. All pledges will contribute to the Climate Action Pledges by the Singapore Ministry of the Environment and Water Resources.
- The Company pledged the following:
  - Include 'switching off lights during lunch hour' into your office protocol
  - Set all electronic equipment to energy saving mode (PCs, Laptops, Photocopiers)
  - Avoid switching on lights in areas where natural light is abundantly available
  - Assign a proper recycling company to collect recycled waste, used office equipment, and toner cartridges and bottles
  - Encourage staff to use their own mugs and containers for takeaways
  - Encourage staff to read e-mail via PC instead of printing
  - Set office printers to automatic double-sided printing mode to save on paper consumption
  - Set office print option to black & white printing to consume less ink
  - Link fax machines to email to reduce the printing of documents
  - Make mugs and cutlery freely available in the pantry, to help staff use fewer disposable cups and cutlery
  - Use teleconferencing and videoconferencing technologies to reduce overseas travel for business meetings.
  - Collect paper that has been used on one side only in collector trays and reuse for printing and note paper
- The Singapore office's electricity consumption in 2019 was 6.5 per cent lower than that in 2018, compared to a 3 per cent reduction in 2018 from 2017. Water consumption increased by 3.5 per cent from 2018, compared to no change between 2018 and 2017. The Company aims to continue the trend of conservation in the coming year.

## GRI INDEX TABLE

### GENERAL STANDARD DISCLOSURES

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GRI 102-2	Activities, brands, products, and/or services	1
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GRI 102-5	Ownership and legal form	2
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GRI 102-8	Information on employees and other workers	36 - 44
GRI 102-41	Collective bargaining agreements	NA
GRI 201-9	Supply chain	39
GRI 102-10	Significant changes to the organisation and its supply chain	NA
GRI 102-11	Precautionary principle or approach	NA
GRI 102-12	External initiatives	NA
GRI 102-13	Membership of associations	<ul style="list-style-type: none"> <li>• Singapore Business Federation</li> <li>• Investor Relations Practitioners' Association of Singapore</li> </ul>
GRI 102-45	Entities included in the consolidated financial statements	144 - 148
GRI 102-46	Defining report content and topic boundaries	36 - 44
GRI 102-47	List of material topics	38 - 44
GRI 102-48	Restatements of information	Nil
GRI 102-49	Changes in reporting	Nil
GRI 102-40	List of stakeholder groups	37
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GRI 102-56	External assurance	Nil
GRI 102-18	Governance structure	47 - 89
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GRI 102-17	Mechanisms for advice and concerns about ethics	42, 78
<b>Management Approach</b>		
GRI-103-1	Explanation of the material topic and its boundary	38, 39
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GRI 103-3	Evaluation of the management approach	-

## SPECIFIC STANDARD DISCLOSURES

PERFORMANCE INDICATORS		PAGE REFERENCE/REMARKS
<b>Economic Performance</b>		
GRI 201-1	Direct economic value generated and distributed	3, 32 - 33
GRI 201-4	Financial assistance received from government	7, 26, 39, 40
<b>Market Presence</b>		
GRI 202-2	Proportion of senior management hired from local community	42
<b>Procurement Practices</b>		
GRI 204-1	Proportion of spending on local suppliers	39, 40
<b>Energy</b>		
GRI 302-1	Energy consumption within the organisation	43, 44
<b>Effluents and Waste</b>		
GRI 306-3	Significant spills	Nil
<b>Environmental Compliance</b>		
GRI 307-1	Non-compliance with environmental laws and regulations	43
<b>Employment</b>		
GRI 401-1	New employee hires and employee turnover	41
GRI 401-3	Parental leave	41
<b>Occupational Health and Safety</b>		
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities	39, 41
<b>Training and Education</b>		
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	41
<b>Non-Discrimination</b>		
GRI 406-1	Incidents of discrimination and corrective actions taken	Nil
<b>Anti-Corruption</b>		
GRI 205-1	Operations assessed for risks related to corruption	42, 73
GRI 205-2	Communication and training on anti-corruption policies and procedures	42
GRI 205-3	Confirmed incidents of corruption and actions taken	Nil
<b>Marketing &amp; Labelling</b>		
GRI 417-3	Incidence of non-compliance concerning marketing communications	Nil
<b>Customer Privacy</b>		
GRI 418-1	Substantiated complaints regarding breaches of customer privacy and loss of data	Nil

## 10 UN GLOBAL COMPACT PRINCIPLES

PRINCIPLE	DESCRIPTION	PAGE REFERENCE/REMARKS
<b>HUMAN RIGHTS</b>		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	41
Principle 2	Make sure that they are not complicit in human rights abuses.	NA
<b>LABOUR</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	NA
Principle 4	The elimination of all forms of forced and compulsory labour;	NA
Principle 5	The effective abolition of child labour; and	NA
Principle 6	The elimination of discrimination in respect of employment and occupation.	41
<b>ENVIRONMENT</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	43, 44
Principle 8	Undertake initiatives to promote greater environmental responsibility; and	43, 44
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	43
<b>ANTI-CORRUPTION</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	42