

# ACROMEC LIMITED

SUSTAINABILITY REPORT 2018



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# 1 BOARD STATEMENT

We are pleased to present the inaugural annual Sustainability Report of ACROMEC Limited (“**ACROMEC**”, the “**Company**”, and together with its subsidiaries, the “**Group**”) for our financial year ended 30 September 2018 (“**FY2018**”). This report is prepared in compliance with the requirement Rule 711B of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual Section B: Rules of Catalist, and references the Global Reporting Initiative (“**GRI**”) Standards, Core Option. ACROMEC has chosen the GRI framework as it is internationally recognised and covers a comprehensive range of sustainability disclosures. This report highlights the key Economic, Environmental, Social and Governance (“**EESG**”) related initiatives carried throughout a 12-month period, from 1 October 2017 to 30 September 2018.

Sustainability is a key part of the Group’s focus to create long-term value for its stakeholders. The key material EESG factors for the Group have been identified and reviewed by the executive directors. The Board of directors of the Company (“**Board**”) oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies.

We welcome feedback from our various stakeholders with regards to our sustainability efforts as this enables us to consistently improve our policies, systems and results. Please send your comments and suggestions to [enquiries@ACROMEC.com](mailto:enquiries@ACROMEC.com).

27 September 2019

## 2 ORGANISATIONAL PROFILE



### WHO WE ARE

We are an established specialist engineering services provider in the field of controlled environments. Our expertise is in the design and construction of facilities requiring controlled environments such as laboratories, medical and sterile facilities and cleanrooms.

We specialise in architectural, MEP works within controlled environments, and provide integrated services through our two main business segments: (1) engineering, procurement and construction, and (2) maintenance.

Our customers comprise mainly hospitals and medical centres, government agencies, R&D companies and agencies, R&D units of multinational corporations, tertiary educational institutions, pharmaceutical companies, semiconductor manufacturing companies, and multinational engineering companies.

### WHAT WE DO

#### CLEANROOMS

Cleanroom is an enclosed space in which airborne particulates, contaminants and pollutants are kept within strict limits. Cleanrooms are typically used in manufacturing and scientific research.

Cleanrooms have various sizes and specifications, which comply with Class 1 or ISO 3 to Class 100,000 or ISO 8 standards.

We have built cleanrooms for customers such as STATS ChipPAC Ltd, A\*Star and ASE Singapore Pte Ltd.



## **MEDICAL AND STERILE FACILITIES**

Environmental parameters in these facilities are controlled to provide clean environments to reduce risk of infection to patients and/or contain infectious diseases.

They include operating theatres, theatre sterile services units, intensive care units, isolation wards, and fertility centres.

We had built medical and sterile facilities for hospitals and medical centres such as NUH, SGH, Tan Tock Seng Hospital, Changi General Hospital, Virtus Fertility Centre and Aptus Surgery Centre



## **LABORATORIES**

Environmental parameters that provide controlled conditions in which scientific or technological research, experiments or measurements to be performed.

They are many types of laboratories, forensic and diagnostic laboratories; containment laboratories for biomedical research, including the more sophisticated and challenging BSL3 laboratories, which are high containment laboratories that allow work to be done with indigenous or exotic agents which may cause serious or potentially lethal disease. They also have laboratories for research in chemical and materials, clean technology, electronics and pharmaceutical products.

We had built laboratories for facility owners such as P&G, SGH, NUS and Johnson Matthey Singapore Private Limited.



## **MAINTENANCE**

We provide maintenance and repair services for facilities and equipment of controlled environments and their supporting infrastructure. We provide both corrective and preventive or routine maintenance services to ensure reliability and minimal disruptions to our customer's operations. Our corrective maintenance services are available 24 hours a day and seven days a week whereas our preventive maintenance work is carried out in accordance with an agreed schedule.



## VISION, MISSION AND CORE VALUES

We are an established specialist engineering services provider in the field of controlled environments. Our expertise is in the design and construction of facilities requiring controlled environments such as laboratories, medical and sterile facilities and cleanrooms.

We specialise in architectural, mechanical, electrical and process (“MEP”) works within controlled environments, and provide integrated services through our two main business segments: (1) engineering, procurement and construction, and (2) maintenance.

Our customers comprise mainly hospitals and medical centres, government agencies, research and development (“R&D”) companies and agencies, R&D units of multinational corporations, tertiary educational institutions, pharmaceutical companies, semiconductor manufacturing companies, and multinational engineering companies.

### OUR MISSION

To consistently create and deliver market leading Engineering Services ahead of competition at competitive price through excellence in our operations.

### OUR VISION

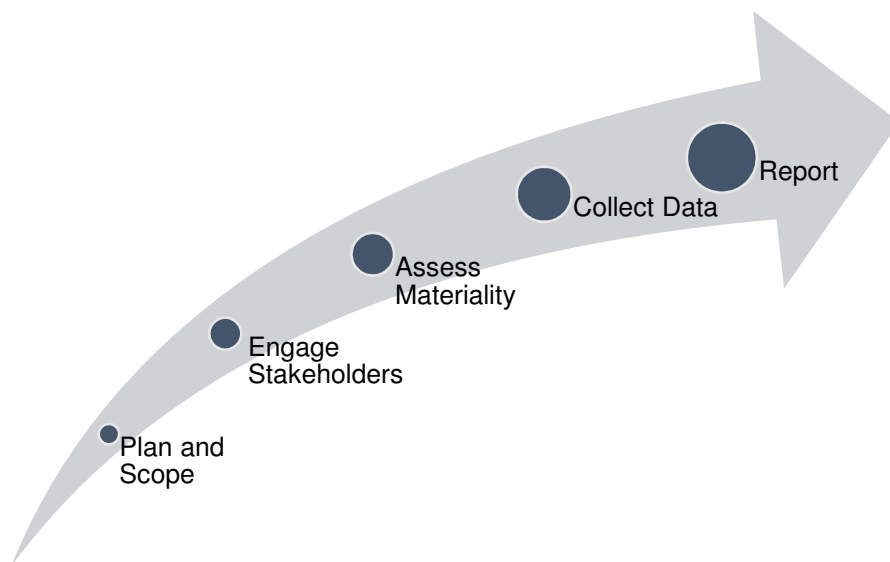
To be the leading Specialist Engineering Company in the field of controlled environment preferred by customers, employees and investors.



## 3 SUSTAINABILITY APPROACH

ACROMEC believes that strong governance is crucial to a sustainable business. This is demonstrated through our compliance with the Singapore Code of Corporate Governance since listing on the Singapore Exchange in April 2016. Please refer to page 25 to page 43 of the Annual Report 2018 for further details. As a controlled environment specialist engineering service provider, it is a continual challenge to successfully manage the environmental and social issues. These challenges will increase when the Group embarks on the renewable energy business in the foreseeable future. ACROMEC has incorporated these issues into our business model and implemented sustainable and responsible practices to mitigate the issues throughout the Group.

### OUR SUSTAINABILITY METHODOLOGY



### PLAN AND SCOPE

The Board is involved in planning and strategising the sustainability initiatives to minimise EESG risks, in terms of:

- i) Understanding the Group's industry's sustainability reporting context;
- ii) Form a sustainability governance structure;
- iii) Forming a sustainability goal and statement;
- iv) Developing sustainability plan and timeline;
- v) Establishing the sustainability reporting framework for data collection, monitoring and reporting; and
- vi) Selecting scope.

## STAKEHOLDERS ENGAGEMENT

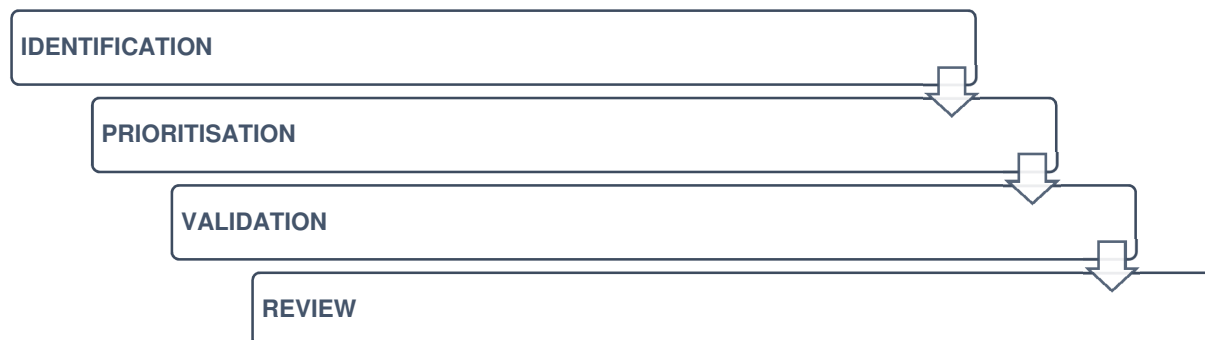
An important starting point in our sustainability journey is to identify our stakeholders and material factors relevant to our business. The interests and requirements of key stakeholders are also taken into account when formulating corporate strategies. These key stakeholders include, but are not limited to shareholders, employees, customers, supplies, contractors and authorities. We adopt both formal and informal channels of communication to understand the needs of key stakeholders and incorporate these into our corporate strategies to achieve mutually beneficial relationships.

Key Stakeholders	Engagement Platforms	Frequency of Engagement	Key Concerns Raised
<b>Shareholders &amp; Investors</b>	Annual general meeting	Yearly	Financial and operational performance of the Group, and corporate action and governance of the Group.
	Extraordinary general meeting	When required	
	Annual report	Yearly	
	Corporate announcements and financial results announcements	When required	
	Company website	-	
<b>Employees</b>	Staff appraisal	Yearly	Remuneration and benefits, as well as training and development
	Town hall session	At least yearly	
	Trainings	When required	
<b>Customers</b>	Face-to-face meetings and feedbacks	When required	Quality of services, on-time completion, and data privacy
<b>Suppliers and Subcontractors</b>	Face-to-face meetings	When required	Selection of reliable suppliers, and workplace health and safety
	Annual evaluation and review	Yearly	
	Immediate notification from subcontractors on occurrence of accident	When required	
<b>Regulators</b>	SGX results announcements	Half-yearly	Full-compliance to regulations
	Surveys	When required	



## MATERIALITY ASSESSMENT

Our sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised to identify material factors which are subject to validation. The end result of this process is a list of material factors disclosed in the Sustainability Report. Process of which are as shown below:



The Group has conducted a materiality assessment during the year with the help of an external consultant. We engaged our employees from different departments, seeking our internal stakeholders' feedback for prioritisation of these topics. Going forward, materiality review will be conducted every year, incorporating inputs gathered from stakeholders' engagements.

In order to determine if a factor is material, we assessed its potential impact on the economy, environment and society and its influence on the stakeholders. Applying the guidance from GRI, we have identified the following as our material factors:

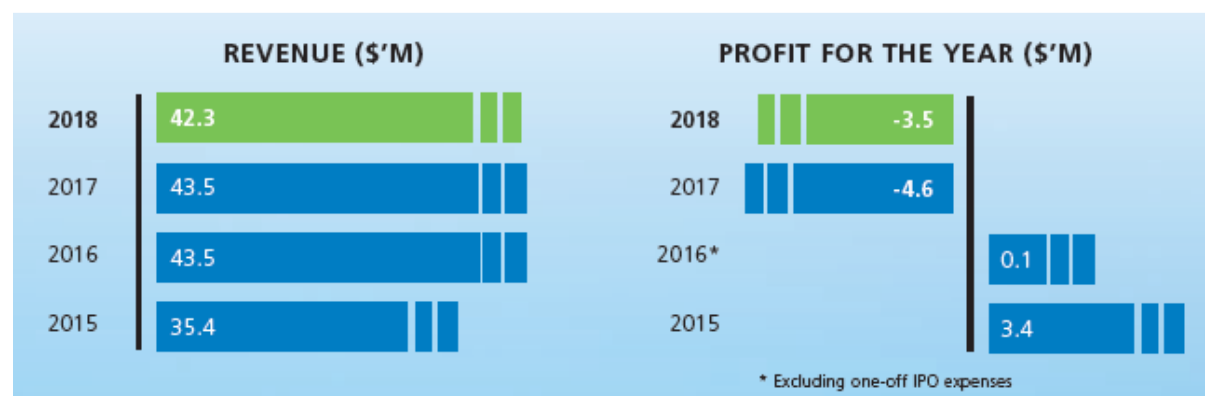
<p><b>ECONOMIC</b></p> <p>Economic Performance Anti-Corruption</p>	<p><b>ENVIRONMENTAL</b></p> <p>Energy Effluents and Waste Environmental Compliance Supplier Environmental Assessment</p>
<p><b>SOCIAL</b></p> <p>Occupational Health and Safety Diversity and Equal Opportunity Local Communities Socioeconomic Compliance</p>	<p><b>GOVERNANCE</b></p> <p>Corporate Governance Enterprise Risk Management Business Ethics Dealing in Securities Interested Person Transactions</p>

## TARGETS

*This is our inaugural report and we are currently in the process of improving and refining our data collection methods so as to obtain meaningful and reliable data to track and provide the basis for us to determine trends for the purpose of setting targets. Accordingly, we have deferred the process of target setting till when adequate data is available to set meaningful and reasonable targets.*

## 4 ECONOMIC

### ECONOMIC PERFORMANCE



Despite the daunting business environment, ACROMEC's revenue remained stable, dipping 3% from S\$43.54 million in FY2017 to S\$42.31 million in FY2018. Gross profit increased by approximately S\$1.94 million or 165% from S\$1.17 million in FY2017 to S\$3.11 million in FY2018. This translated to an improved gross profit margin of 7% for FY2018 as compared to 3% for FY2017. Excluding the one-off impact of the loss-making pharmaceutical plant project, the Group would have achieved an even better gross profit margin of 15% for FY2018. The major pharmaceutical plant project at Tuas has since been completed and handed over and its impact had been fully recognised.

The Group was also impacted by the provision for impairment of trade receivable of S\$0.80 million, relating to a customer who has defaulted in payment. We are following up the matter with the customer closely and is taking steps to recover the debt. Consequentially, the Company turned in a net loss attributable to shareholders of approximately S\$3.43 million for FY2018. However, this is still a significant improvement of 25% when compared to a net loss of S\$4.59 million in FY2017, as the Group has performed better for its other major projects in FY2018.

For detailed financial results, please refer to the following sections in our FY2018 Annual Report:

- Operations Review, pages 16 to 21
- Financial Highlights, page 22
- Financial Statements, pages 53 to 101.

### ANTI-CORRUPTION

ACROMEC does not tolerate corruption in any form. Any report of corruption will be escalated to the attention of the Executive Chairman and Managing Director. There is no specific anti-corruption policy. However, we prohibit corruption in all forms, including extortion and bribery.

There has been no reported incident of corruption during the reporting period.

## Whistle Blowing

ACROMEC is committed to high standards of corporate governance. As one of the elements of corporate governance, the Group has in place a whistle-blowing policy which aims to:

- a) provide a trusted avenue for employees, suppliers and subcontractors, customers and other stakeholders to report serious wrongdoings or concerns, particularly in relation to corruption, fraud and improprieties, without fear of reprisals when whistle-blowing in good faith; and
- b) ensure that robust arrangements are in place to facilitate independent investigation of the reported concern and for the appropriate follow up actions to be taken.

ACROMEC will not tolerate the harassment or victimisation of anyone reporting a genuine concern. No person should suffer reprisal as a result of reporting a genuine concern, even if they are mistaken. However, this assurance does not extend to any person who intentionally provides information in a report which they know or reasonably believe to be untrue.

All complaints and concerns should be reported to the Audit Committee Chairman and Lead Independent Director Mr. Yee Kit Hong ("**Reporting Officer**") either via mail or via email at [whistleblow@acromec.com](mailto:whistleblow@acromec.com)

All concerns raised will be independently assessed by the Reporting Officer who will ensure that they are fairly and properly considered. Any person making a whistleblowing report will retain his/her anonymity unless he/she prefers otherwise. He/she will also be kept informed of who is handling the matter and the progress of the investigation.

All records will be retained and kept strictly confidential by the Reporting Officer.

## 5 ENVIRONMENTAL

### ENERGY

In FY2018, the Group entered into the renewable energy sector alongside its green energy partner, Green Energy Resources Sdn Bhd (“GER”) through the incorporation of a subsidiary, Acropower Pte Ltd (“Acropower”), an 80-20 joint-venture by ACROMEC and GER respectively. In May 2019, Acropower signed its inaugural contract to build, own and operate a Waste-to-energy plant (“Plant”) on Chew’s Agriculture Pte Ltd (“CAPL”) chicken egg producing farm at Neo Tiew Road, off Lim Chu Kang. The Plant will process the chicken manure from the farm and generate electricity in the process which it will sell back to CAPL at attractive rates of no more than 10% discount to the prevailing Energy Market Authority electricity tariff rate.

The Group looks forward to grow its renewable energy business in the coming years. This new business will be an integral part of the Group’s effort to preserve and conserve our environment.

### EFFLUENTS AND WASTE

We have engaged a waste management specialist company to work with our project execution team and practise waste segregation management on project sites.

This is followed by a second round of segregation in the waste management specialist company’s factory. In general, we segregate the waste into three main categories:

- a) hardcore bins - generally to collect all the bricks, concrete, tiles, cementitious material for reuse, recycle;
- b) scrap metal bins - generally to collect all metal-based material for reuse, recycle; and
- c) general bins - general rubbish and waste.

We encourage the use of renewable material and resources, reduce waste through re-using and recycling to minimize the potential impact to our environment.

### ENVIRONMENTAL COMPLIANCE

ACROMEC has achieved ISO14000 accreditation, standards for environmental management. ISO14000 is based on a plan-do-check-act methodology, providing a framework for integrating environmental management practices by supporting environmental protection, preventing pollution, minimising waste, reducing energy and material use. Waste to be re-cycled is stored, collected and processed by qualified third-party recycling firms.

There was no incidence of non-compliance with the laws and regulations resulting in significant fines or sanctions in FY2018. We maintain the same target for the next financial year.



## **SUPPLIER ENVIRONMENTAL ASSESSMENT**

ACROMEC believes that sustainable supply chain management drives organisational excellence and delivers desirable business results to its stakeholders.

We engage our vendors to provide services such as supplying materials and installations for most of our projects. We have policies and procedures in place for the procurement process emphasizing a life cycle perspective. The procurement team will consider the product's or service's life cycle so as to assess its environmental requirements and impacts.

In addition, we have in place as part of our procurement process stringent policies and procedures on vendor qualification and evaluation so as to reduce the risk that a supplier's products do not meet ACROMEC's requirements.

Going forward, we will continue to reduce our environmental impact and encourage the stakeholders, such as suppliers and subcontractors, to meet the same expectations. We will ensure that all new vendors will be screened, evaluated and selected in accordance to their conduct and performance on environmental factors.

## 6 SOCIAL

### OCCUPATIONAL HEALTH AND SAFETY

Our employees' health and safety at the workplace is one of our top priorities, and our ultimate goal is to have a zero-accident workplace. We are committed to managing and reducing health and safety risks through effective risk management.

Our Executive Chairman and Managing Director currently oversees the Group's Quality, Environment, Health, and Safety department.

We are pleased to confirm that no fatal accidents were reported in FY2018. A toolbox briefing is held at each work site in the morning. Toolbox meeting is generally conducted at the work site prior to commencement of work. Although these meetings are generally short in duration, it covers important topics on safety such as safe work practices. It therefore serves as a reminder to workers every morning on workplace safety and also refresh their knowledge. During these meetings, more experienced workers can share experiences and knowledge with less experienced ones.

We have established a strict set of health and safety management policies applicable to our project managers, supervisors, foremen, foreign workers and sub-contractors for all projects. These policies cover all stages of our projects, from the time we occupy the work site, up to the point of completion of the projects. In addition, all environmental aspects and occupational health safety hazards which are in our control or under our management, as well as those that we cannot control or directly manage but are expected to affect our projects, are covered in the policies.

We have put in place comprehensive safety measures to provide a safe and healthy working environment for all our staff. Our safety committee is responsible for ensuring that the safety measures are adhered to. Such measures include:

- a) conducting periodic and necessary risk assessments for all our projects to identify the risks and gaps, and implement mitigating procedures in order to achieve an accident-free environment or minimise risks to an acceptable level;
- b) conducting regular safety meetings and providing sufficient management support and resources to plan, implement and execute safety measures in compliance with workplace health and safety legislations and other requirements which include directives, guidelines and standards prescribed by our Group;
- c) conducting regular tools and equipment checks;
- d) improving the competency of our staff and cultivating good safety habits through proper training, instruction and guidance and ensuring that workplace safety and health matters are effectively communicated to all employees; and
- e) monitoring the effectiveness of risk control measures which have been implemented and conducting a third-party audit or an internal review to ensure that safety measures are being adhered to.

As a testament of our commitment to maintaining high safety standards, ACROMEC Engineers Pte Ltd, our wholly owned subsidiary, has received the bizSAFE Level Star certification from the Workplace Safety and Health Council since 2014, in recognition of our

workplace safety and health management system. The occupational health and safety management systems of ACROMEC Engineers has also received OHSAS 18001:2007 certification by AJA Registrars since 2011, and the current certificate will expire on 23 January 2021.

We invest in training to raise the employees' awareness and develop their skills to ensure safe operations. In FY2018, the total training hours amounted to 420 hours.

The following is a list of our training programmes conducted in FY2018:

Department	Course Title	Training Provider	Training Hours
ENVIRONMENT HEALTH & SAFETY	Occupational First Aid Course	Academiclinic Pte Ltd	23 hours
ENVIRONMENT HEALTH & SAFETY	Occupational First Aid Course (Refresher)	Academiclinic Pte Ltd	10 hours
ENVIRONMENT HEALTH & SAFETY	Occupational First Aid Course (Refresher)	Academiclinic Pte Ltd	10 hours
PROJECT_1	Fire Safety Awareness Course	Ever Safe Consultant Pte Ltd	4 hours
PROJECT_1	Fire Safety Awareness Course	Ever Safe Consultant Pte Ltd	4 hours
PROJECT_1	Fire Safety Awareness Course	Ever Safe Consultant Pte Ltd	4 hours
PROJECT	Fire Safety Awareness Course	Ever Safe Consultant Pte Ltd	4 hours
PROJECT_1	Fire Safety Awareness Course	Ever Safe Consultant Pte Ltd	4 hours
PROJECT	Apply Workplace Safety and Health in Construction Sites	Ever Safe Consultant Pte Ltd	20 hours
PROJECT	Occupational First Aid Course	Academiclinic Pte Ltd	23 hours
PROJECT	Apply Workplace Safety and Health in Construction Sites	Ever Safe Consultant Pte Ltd	20 hours
QUALITY	Supervise Construction work in Workplace Safety and Health	NTUC Learning Hub	32 hours
ENVIRONMENT HEALTH & SAFETY	Managing Work at Height	Absolute Kinetics Consultancy Pte Ltd	27 hours
SERVICE_1	Supervise Construction work in Workplace Safety and Health (Mandarin)	Ever Safe Consultant Pte Ltd	32 hours
PROJECT	Supervise Construction work in Workplace Safety and Health	Ever Safe Consultant Pte Ltd	32 hours
PROJECT	Supervise Construction work in Workplace Safety and Health	Ever Safe Consultant Pte Ltd	32 hours
PROJECT	Supervise Construction work in Workplace Safety and Health	Ever Safe Consultant Pte Ltd	32 hours
PROJECT_1	Supervise Construction work in Workplace Safety and Health	Eversafe Academy	32 hours
PROJECT	Apply Workplace Safety and Health in Construction Sites	Ever Safe Academy	20 hours
PLANT & MAINTENANCE	WSQ Operate Scissor Lift Course	Absolute Kinetics Consultancy Pte Ltd	9 hours
PROJECT	Occupational First Aid Course	Academiclinic Pte Ltd	23 hours
PROJECT	Occupational First Aid Course	Academiclinic Pte Ltd	23 hours

In addition, we provide various insurances to employees where applicable, including hospitalization and surgical insurance, Foreign Workers Medical Insurance, Work Injury Compensation Insurance and Travel Insurance, details are indicated in the Employee Handbook.

## DIVERSITY AND EQUAL OPPORTUNITY

We offer workplace diversity and equal opportunities to our employees. For workplace diversity, we value everyone's differences. We learn from each other regardless of cultural background and bring those differences into the workplace to broaden experience and knowledge. Diversity includes not only race but gender, ethnicity, personality, age, education and background.

For equal opportunities, all employees are treated equally and are not disadvantaged by prejudices or bias. The well performing employees will qualify for promotion or rewards regardless of their race, gender, ethnicity, personality, age, education and background.

As at 30 September 2018, we had a workforce of 116 full-time employees. Our headcounts were distributed as follows:

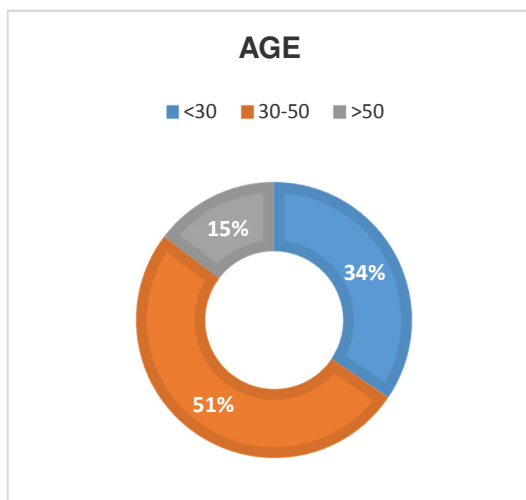


Figure A: Headcount distribution by age

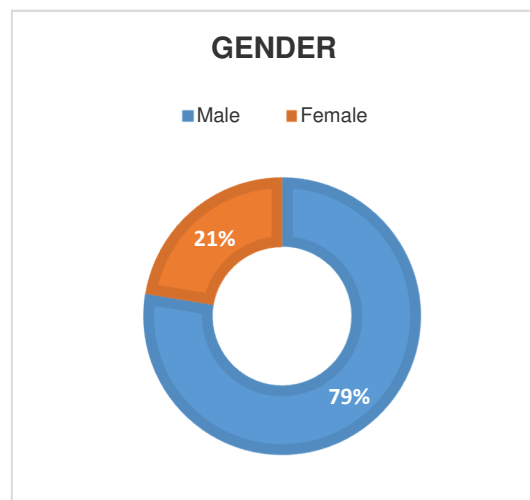


Figure B: Headcount distribution by gender

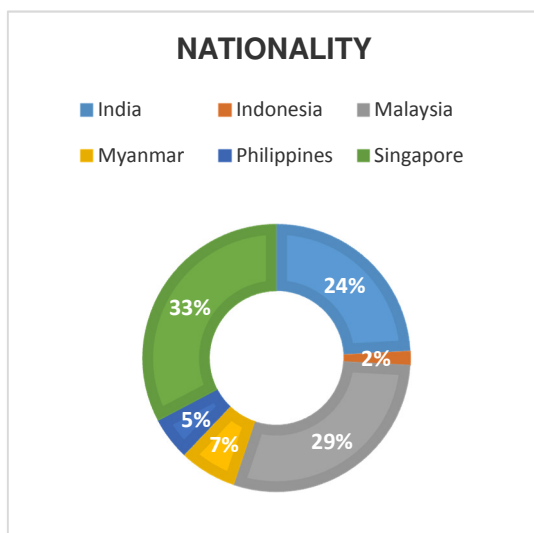


Figure C: Headcount distribution by nationality

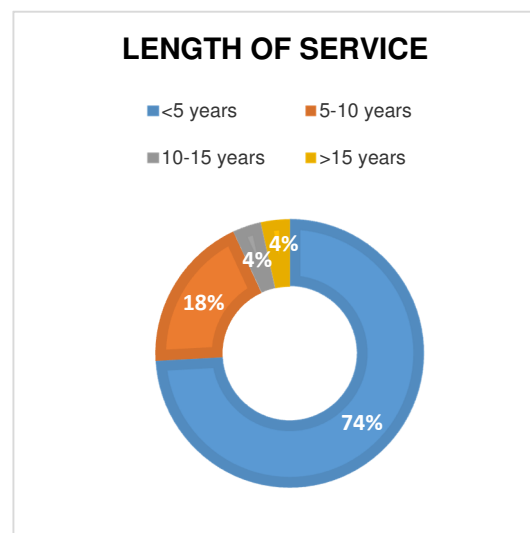


Figure D: Headcount distribution by length of service



The ratio of female employees in the Group is relatively low but this is not unusual for our industry due to the nature of the business.

Every employee plays an essential role in our Company and we pay utmost attention to our employees' wellbeing. On 9 February 2018, we organised a Chinese New Year buffet in our office and lucky draw activities for the employees as well as a Karaoke session with 40 participants. We also organised team bonding activities with buffet at National Service Resort & Country Club on 27 July 2018.

## LOCAL COMMUNITIES

Our Group is committed to serving and giving back to the community. We recognise that for long-term sustainability, we need to achieve a balance between being profit-driven and being a socially responsible corporate citizen.

During FY2018, we have continued our corporate social responsibility efforts where we adopted Lions Befrienders, a non-profit organisation who takes care of seniors who are socially detached, as our charity of choice. We took time off on an afternoon to mingle with them through games and activities such as charades and personalised Christmas globe making.



## SOCIOECONOMIC COMPLIANCE

We pride ourselves in having good corporate governance and observing compliance with applicable laws and regulations. The Group is committed to conduct the business with integrity and to safeguard the interest of both our internal and external stakeholders.

## 7 GOVERNANCE

### CORPORATE GOVERNANCE

ACROMEC believes that strong governance is key to a sustainable business. Throughout FY2018, we continue to comply with the Code of Corporate Governance. The Board and the Management of ACROMEC are committed to the best practices in corporate governance to ensure sustainability of the Group's operations. We believe that our constant drive for corporate excellence will allow us to establish a more transparent, accountable and equitable system, thereby increasing the value of the Company and its value to our shareholders. Please refer to the Annual Report 2018 pages 25 to 43 for details of the Group's Corporate Governance Report.

### ENTERPRISE RISK MANAGEMENT

The Group has an Enterprise Risk Management Framework in place to manage its exposure to risks that are associated with the conduct of its business. The Board will continue its risk assessment, which is an on-going process, with a view to improve the Group's internal control system.

### BUSINESS ETHICS

All of our staff are reminded of the importance of upholding the highest standards when it comes to business ethics. The Group regularly updates relevant staff with development in international and local regulations. In FY2108, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations. There have also been no reported incidents of corruption during the reporting period.

### DEALING IN SECURITIES

In compliance with the Catalist Rules on dealings in securities, Directors and employees of the Company are advised not to deal in the Company's shares on short-term considerations or when they are in possession of unpublished price-sensitive information. The Company shall not deal in and prohibits dealings in its shares by its Directors, officers and employees during the period commencing one month before the announcement of the Company's unaudited half-year and full-year financial statements, and ending on the date of the announcement of the results.

### INTERESTED PERSON TRANSACTIONS

The Company has established procedures to ensure that all transactions with interested persons are reported in a timely manner to the AC, and that the transactions are carried out on normal commercial terms and will not be prejudicial to the interests of the Company and its minority shareholders.

During FY2018, the Group did not enter into any interested person transactions of S\$100,000 and more. The Group does not have a general mandate pursuant to Rule 920 of the Catalist Rules for interested person transactions.

## GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure	Reference / Description	
<b>GRI 101: Foundation 2016</b>			
<b>GENERAL DISCLOSURE</b>			
<b>GRI 102: General Disclosures</b>	102-1	Name of organisation	ACROMEK Limited
	102-2	Activities, brands, products and services	SR Page 3-4
	102-3	Location of headquarters	Singapore
	102-4	Location of operations	Singapore, Indonesia
	102-5	Ownership and legal form	Annual Report Page 13
	102-6	Markets served	Singapore, Indonesia
	102-7	Scale of the organisation	Annual Report Pages 9 and 13
	102-8	Information on employees and other workers	SR Page 15-16
	102-9	Supply chain	SR Page 11-12
	102-10	Significant changes to the organisation and its supply chain	Not Applicable
	102-11	Precautionary Principle or approach	We do not specifically address the precautionary approach.
	102-12	External initiatives	SR Page 16
	102-13	Membership of associations	None
	102-14	Statement from senior decision maker	SR Page 2
	102-16	Values, principles, standards and norms of behaviour	SR Page 17
	102-18	Governance structure	Annual Report Page 25-43
	102-40	List of stakeholder groups	SR Page 7
	102-41	Collective bargaining agreements	None
	102-42	Identifying and selecting stakeholders	SR Page 7
	102-43	Approach to stakeholder engagement	SR Page 7
	102-44	Key topics and concerns raised	SR Page 7
	102-45	Entities included in the consolidated financial statements	Annual Report Page 13
	102-46	Defining report content and topic boundaries	SR Page 2
	102-47	List of material topics	SR Page 8
	102-48	Restatement of information	Not applicable as this is our inaugural report
	102-49	Changes in reporting	Not applicable as this is our inaugural report
	102-50	Reporting period	1 October 2017 to 30 September 2018
102-51	Date of most recent previous report	Not applicable as this is our inaugural report	
102-52	Reporting cycle	Annually	
102-53	Contact point for questions about the report	SR Page 2	
102-54	Claims if reporting in accordance with the GRI Standards	SR Page 2	
102-55	GRI content index	SR Page 18-19	
102-56	External Assurance	We may seek external assurance in the future.	
<b>MATERIAL TOPICS</b>			
<b>GRI 201: Economic performance</b>	201-1	Direct economic value generated and distributed	SR Page 9
<b>GRI 205: Anti-corruption</b>	205-1	Operations assessed for risks related to corruption	SR Page 9-10
<b>GRI 302: Energy</b>	302-4	Reduction of energy consumption	SR Page 11
<b>GRI 306: Effluent and Waste</b>	306-2	Waste by type and disposal method	SR Page 11
<b>GRI 307: Environmental compliance</b>	307-1	Non-compliance with environmental laws and regulations	SR Page 11
<b>GRI 308: Supplier Environmental Assessment</b>	308-1	New suppliers that were screened using environmental criteria	SR Page 12

## GRI STANDARDS CONTENT INDEX

GRI Standard	Disclosure		Reference / Description
<b>GRI 403: Occupational Health and Safety</b>	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR Page 13-14
<b>GRI 405: Diversity and equal opportunity</b>	405-1	Diversity of governance bodies and employees	SR Page 15-16
<b>GRI 413: Local Communities</b>	413-1	Operations with local community engagement, impact assessments, and development programs	SR Page 16
<b>GRI 419: Socio-Economic Compliance</b>	419-1	Non-compliance with laws and regulations in the social and economic area	SR Page 16