



All Marine Offshore Solutions



| SUSTAINABILITY REPORT 2021

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We are pleased to issue the third Sustainability Report ("Report") for AMOS Group Limited ("AMOS"). The Report reflects AMOS' performance as well as our strategy and vision towards a sustainable future.

We believe sustainable business practices are intrinsic to our organisational vision and mission. AMOS recognizes the importance of delivering value through responsible and positive contributions to both the environment and society. As a result, we focus our sustainability strategy on the management of Economic, Environmental, Social and Governance ("EESG") factors that are significant to our business.

FY2021 was severely impacted by the COVID-19 pandemic and the resultant disruptions continue to remain challenging. Nonetheless, AMOS continues to work on reducing its environmental impact and pursue opportunities for improvement. This year we are pleased to announce our solar partnership with Urban Renewables to produce clean sources of energy and reduce our carbon footprint. We are furthering our efforts to improve the environment through our waste management initiatives, which will increase in the upcoming year as we commence reporting on packaging waste as part of Singapore's Zero Waste Masterplan.

Over the past year, our Human Resources department organized CSR initiatives to positively contribute to the communities in which we operate. Our employees participated in a blood donation drive and fundraising initiative, all of which reminds us of the importance of charitable contributions and employee engagement. AMOS also helped its employees during these turbulent times brought by the pandemic through the distribution of festive treats and personal protective equipment. As the pandemic continues to effect public health, AMOS is committed to ensuring the health, safety and wellbeing of its employees.

The Board of Directors (the "Board") of AMOS Group Limited is committed to sustainability and fully supports the adoption of the SGX sustainability reporting guidelines. The Board oversees AMOS' sustainability performance, practices and initiatives, and its compliance with SGX guidelines on sustainability reporting by reviewing progress throughout the year. The Board was also involved in the determination of the material ESG factors for AMOS.

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



Kyle Arnold Shaw, Jr
Executive Chairman

Scope and boundary

This Report presents the annual sustainability performance of AMOS in relation to the material EESG factors of our business operations, covering the period from 1st April 2020 to 31st March 2021 ("FY2021").

Reporting framework

This report has been prepared in accordance with the GRI Standards: Core Option. The Report is prepared in line with the sustainability reporting requirements of Rules 711(A) and 711(B) of the Singapore Exchange Securities Trading Limited ("SGX-ST") and will be prepared on an annual basis going forward.

Assurance and feedback

We have not obtained any independent assurance of the information being reported but may consider doing so as our reporting processes mature in the future. If you wish to provide feedback on this report, please reach out to us at corporate@amosgroup.com.



Our operations

The Group was founded in 1974 and listed on the Singapore Stock Exchange in 2012.

AMOS offers a broad and comprehensive portfolio of world-class technical supplies, services, and provisioning solutions to customers in the marine and energy industries. These are driven by our modern procurement, logistics, and supply chain infrastructure.

AMOS is a leading provider of superior rigging and lifting products, and specialized engineering services. These include the customized design, fabrication, production and testing of lifting, and mooring equipment backed by decades of proven support and technical expertise. AMOS offers load testing, spooling and rental services and holds a wide inventory of premium quality, technical products such as heavy lift slings, wire ropes, crane wires, and mooring equipment.

In addition to representing and supporting industry leading brands through exclusive supplier arrangements, we also market our own ALCONA brand of professional grade equipment including personal protective equipment and an expanding range of technical supplies and daily consumables developed for the marine and energy workplace.

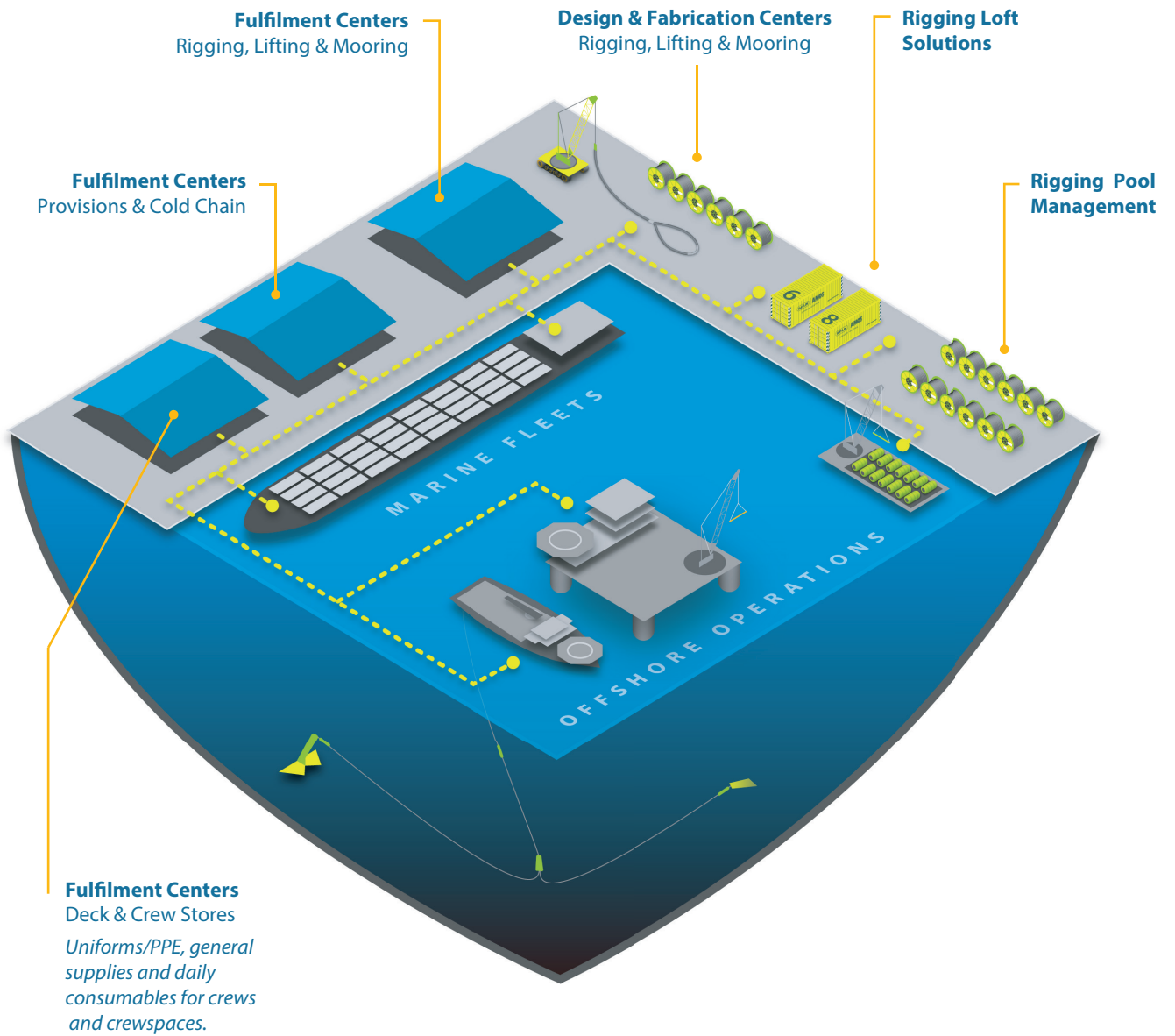
We are headquartered in Singapore with our technologically advanced Fulfilment Centre, and have a network strategically linking ten key locations across Asia, the Middle East, and Europe. Our network has enabled single-point sourcing and supply for our customers, covering four of the world’s most vibrant energy production zones, and four of the world’s busiest ports – Singapore, Shanghai, Hong Kong and Busan.



Asia		Middle East	Europe
Singapore	Malaysia	Sharjah, United Arab Emirates	Aberdeen, Scotland
Hong Kong	Vietnam	Azerbaijan	
Shanghai	Tianjin		
Busan			

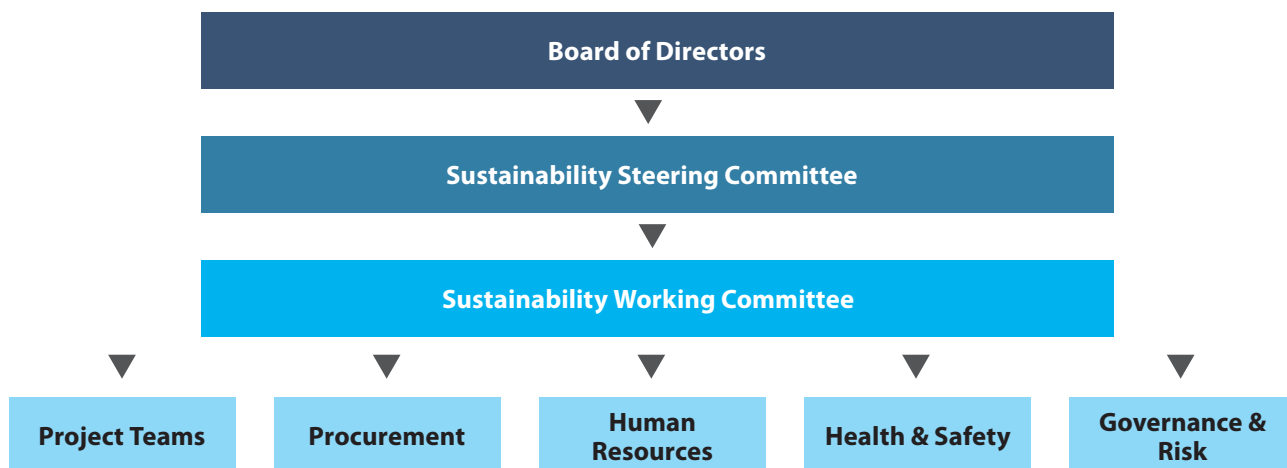
Our comprehensive range of inventory, years of experience, and engineering capabilities allow us to respond to the needs of our customers quickly and efficiently, making AMOS a one-stop solutions provider for our customers.





Sustainability governance

The Board takes overall responsibility for driving the sustainability strategy of AMOS, whilst the sustainability reporting is led by a sustainability steering committee and a working committee. The Steering Committee updates the Board on the sustainability management performance of AMOS by addressing key material issues identified by stakeholders with planned follow up measures. The Working Committee monitors and collates the data and information for the material ESG factors. Both committees comprise representatives from all business units.



Company values, vision and mission

Stakeholder engagement

Stakeholders are defined as groups of people or entities that are directly or indirectly influenced by our business operations and outcomes, or that can significantly influence our businesses. Feedback from our key stakeholder groups form a crucial part of our strategic and business planning. At AMOS, we uphold their feedback as valuable insight for continuous improvement upon our sustainability performance and commitment.






Understanding the stakeholders’ concerns and expectations is an essential part of our sustainability approach. Through regular formal and informal engagements, we aim to develop a symbiotic relationship with our stakeholders. The following key stakeholder groups are part of our continued stakeholder engagement process:

- Employees and workers
- Suppliers
- Customers
- Shareholders & Investors
- Government & Regulators

Engagement with key stakeholder groups

We engage with our stakeholders on a frequent basis through various channels. We are committed to expand our stakeholder engagement methods and use the subsequent output in our future disclosures, and materiality assessments. The following is a summary of our stakeholder engagement mechanism.

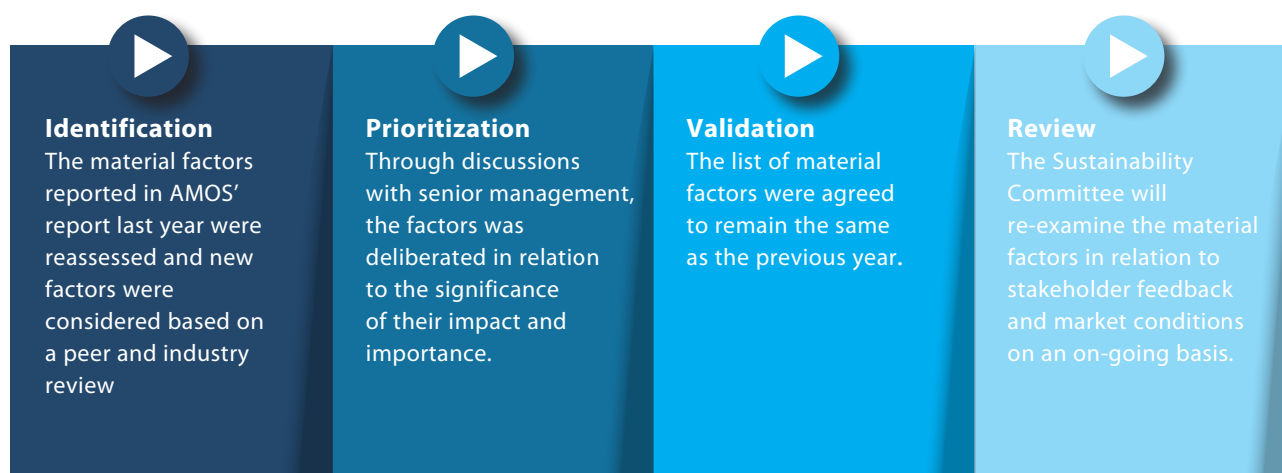
Stakeholder Engagement Mechanism

Stakeholder	Key Topics/Concerns	Engagement Mechanism & Our Response
Customers 	Product health and safety, quality and reliability, environmental compliance	<ul style="list-style-type: none"> Customer feedback is gathered through our website and direct contact with sales representatives. Continued participation in joint committees with our customers to tackle environmental issues pertaining to the marine industry.
Employees 	Personal development, career advancement, occupational health & safety, welfare & benefits	<ul style="list-style-type: none"> Orientation conducted for new employees to familiarize them with our management team and policies. Heads of Department conduct monthly sessions with employees for staff reviews and feedback. Segregated town hall sessions, considering COVID-19, to keep employees abreast of our performance and new developments. Implementing effective BCP and safety pandemic measures. Exit interviews for leavers to understand circumstances on leaving and employee needs. Mandatory training by internal and external trainers to better prepare employees at work and ensure safety practices to create a safe environment.
Suppliers 	Safety, compliance, product/material quality and price, social and environmental considerations	<ul style="list-style-type: none"> Annual review of suppliers to evaluate their performance and raise feedback. Conduct Supplier Assessment checklist, which was updated to include a Conflict of Interest Declaration Form for suppliers. Conduct assessment to ensure a robust supply chain, unaffected by COVID-19.
Shareholders and Investors 	Economic and industry trends, Group performance	<ul style="list-style-type: none"> Shareholders are kept abreast of our key developments through social media, press releases and Annual Reports. Annual General Meetings and investor meetings are conducted to engage our shareholders and investors in two-way communications.
Government and Regulators 	Marine industry specific regulations, environmental compliance, health and safety, and listing compliance requirements	<ul style="list-style-type: none"> Keep abreast of new policies, regulations and COVID-19 related guidelines launched and implemented by government and regulators. Comply and continually improve the effectiveness of the quality management system which satisfies all standards requirements of ISO 9001:2015, or any relevant statutory and regulatory body such as Building & Construction Authority, Ministry of Manpower and National Environment Agency.

Materiality assessment

Materiality is a paramount for our corporate sustainability strategy as it ensures we provide our stakeholders with the sustainability information most relevant to them and our business. We continue to focus on the material issues identified in our initial materiality assessment.

Four Step Approach on materiality assessment



Our material factors are categorized under three environmental, social, and governance pillars as shown below:

Our material factors

Material Factors	GRI Standard Reported	Geographical Boundary for First Year Report FY2019	Impact Boundary
Environment			
Energy and Emissions	– GRI 302: Energy – GRI 305: Emissions	Singapore	– Within organization
Effluents and Waste	– GRI 306: Waste	Singapore	– Within organization
Social			
Human Capital Development	– GRI 401: Employment – GRI 404: Training and Education	Singapore	– Employees
Occupational Health & Safety	– GRI 403: Occupational Health and Safety	Singapore	– Employees and workers – Regulators
Governance			
Product Quality, Health and Safety	– GRI 416: Customer Health and Safety	Singapore	– Customers
Business Ethics and Anti-corruption	– GRI 205: Anti-corruption	Singapore	– All business operations
Responsible Supply Chain	– GRI 308: Supplier Environmental Assessment – GRI 414: Supplier Social Assessment	Singapore	– Suppliers – Customers

(a) Energy and Emissions

Why this is material

AMOS is a global provider of supplies, services, and solutions to major international shipping fleets and energy operators. Our fulfilment centre in Singapore operates as our headquarters, warehousing, cold chain storage, and provisioning.

Across our operations, we utilize two main sources of energy consumption. Our chartered vessels and fleet of vehicles run on diesel, whilst our office premises, warehouse, and fulfilment centre primarily use electricity. At AMOS, we steer toward the reduction of our total energy consumption to mitigate our carbon footprint and negative impact on the environment. We also acknowledge the importance of this reduction in driving cost savings and overall, improving our economic performance.

Management Approach

Adopting renewable energy alternatives: Solar Power Purchase Agreement (PPA) with Urban Renewables

In FY2021, AMOS signed a PPA with Urban Renewables, a sustainable energy solutions provider and developer, to install solar PVs on the rooftop of the Group's headquarters. We aim to fulfil our commitment towards a more sustainable business by using clean solar energy through the installation of the 300 kWp solar project. The capacity of the installed panels will be 481,000 kWh and we will be employing the panels to drive our electricity consumption during the day. We estimate to consume 437,766 kWh of energy from the solar panels, resulting in approximately \$13,133 savings per year. Urban Renewables will additionally install 2 EV charging stations at our headquarters and assist in further implementing energy efficiency improvements.

Through this alliance, we have developed a 36-month plan to further our key sustainability strategies including increasing our overall energy efficiency, growing the proportion of renewables in our energy supply, and purchasing more green power, ultimately aiming to negate our unavoidable carbon emissions. Our plan has commenced with the installation of the solar panels upon the rooftops of the building and will proceed to focusing on energy efficient modifications across our headquarters. The plan also entails the creation of a building management system to inculcate smart technology for increased energy efficiency over the upcoming years.

We also continue our dedication in lowering our energy use by increasing awareness amongst employees, implementing energy efficient technologies, and leveraging carbon offsets. We have continued with the following practices to curb energy consumption.

Awareness among employees

- > Display energy saving posters and related labelling in prominent areas in the AMOS office, and warehouse to remind employees of energy conservation practices.
- > Improve AMOS employees' awareness of energy savings in yearly briefings.
- > Encourage employees to reduce energy consumption in the office by maintaining an adequate air temperature in office.

Energy efficient technologies

- > Use of motion sensor lights at stairways and toilets.
- > Use of energy saving bulbs.
- > Efficient planning of route for our fleet.
- > Efficiency checks on chillers conducted during the year.

Carbon Neutral Program

At AMOS, we view reducing our carbon footprint as a journey, and to account for the emissions we are unable to currently reduce, we have continued our participation in the Carbon Neutral Program. From our involvement, we purchase carbon offsets for our emissions and these offsets support renewable energy generation projects. We have been awarded with the following carbon neutral certificates by Environmental Solutions (Asia) Pte Ltd ("ES Power"):

<p>Certificate of retirement of 441.1 MT of CO₂ equivalent of carbon credits against greenhouse gas emission for the organization to carbon neutralize the electricity consumption of 1,068 MWh from 10 March 2017 to 27 April 2018</p>	<p>Certificate of retirement of 290.8 Tonnes of CO₂ equivalent of carbon credits against greenhouse gas emission for the organization to carbon neutralize the electricity consumption of 704 MWh from 10 March 2018 to 9 March 2019</p>	<p>Certificate of retirement of 624 Tonnes of CO₂ equivalent of carbon credits against greenhouse gas emission for the organization to carbon neutralize the electricity consumption of 1485 MWh from 1 April 2019 to 31 March 2020</p>
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Targets

We continue to strive toward our overall goal of achieving a zero-carbon footprint. As per our energy efficiency plan, we will be installing smart technology to ensure the efficient use of energy at our headquarters in Singapore.

Performance

Energy use & efficiency	Unit	FY2020 Performance	FY2021 Performance	FY2022 Target
Electricity consumption	GJ	7,337.05 ¹	5,988.39	As a result of the current pandemic, we have faced a delay in our achievement of the ISO 14001 certification in FY2021. We aim to attain this for AMOS Supply Pte Ltd by FY2022.
Diesel consumption ²	GJ	13,383.50	12,869.00	We have achieved our FY2021 target as our Diesel consumption per vessel was lesser than our performance in FY2020. We continue to manage our per vessel Diesel consumption not to not exceed the value in the previous years.
Diesel consumption per vessel	GJ	3,345.88	3,217.25	
Total Energy Consumption for the year	GJ	20,720.55	18,857.39	
Indirect Scope 2 GHG Emissions	tCO ₂ e	854 ³	680 ⁴	We strive to continue roll out of our carbon neutral program with the overall goal of achieving a zero-carbon footprint.
Direct Scope 1 GHG Emissions ⁵	tCO ₂ e	992	954	

(b) Effluent and waste management

Why this is material

Our operations result in the creation of non-hazardous waste, primarily metal scrap, plastics, paper, and wood among others. At AMOS, we acknowledge the importance of proper waste disposal techniques to ensure that we do not cause environmental damage through land or air pollution. We manage our waste through waste reduction initiatives as they are imperative in bettering the environment, reducing our operational costs, and fostering innovation in design.

Management Approach

We undertook the following waste reduction measures in FY2021:

- > We have continued our engagement with Tidy Waste Management, an external waste collector that ensures our recyclable waste is properly handled and disposed. The collectors provide bins and place them across different sections of the warehouse, segregating the waste into paper and plastics. The waste is collected daily and is ultimately compiled at the end of every month for its subsequent sale for recycling purposes.

¹ We have revised our FY2020 electricity data as it did not include the data from one of our entity in our report last year.

² This data was acquired from the diesel consumed by 4 of our vessels.

³ This figure has been recalculated based on the revised electricity consumption figure. We used the emission factors 0.4188 kgCO₂/kWh (2018), for calculation of CO₂ [Source: https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Statistics/18RSU.pdf]

⁴ We used the emission factors 0.4085 kgCO₂/kWh (2019), for calculation of CO₂. [Source: <https://www.ema.gov.sg/cmsmedia/18RSU.pdf>]

⁵ We use the emission factors 74,100 kg/TJ, for calculation of CO₂. [Source: https://ghgprotocol.org/calculationtools#cross_sector_tools_id]

ENVIRONMENT

- > Since its inauguration, AMOS's Group Global Plastic Policy has remained in effect with a commitment to consume and manage fewer resources responsibly by adopting the 'reduce, reuse, recycle' principles across all our waste streams and procurement decisions.
- > Since FY2020, AMOS has continued tracking the amount of plastic used to wrap pallets, which are shrink wrapped to protect against adverse weather conditions. We are pleased to report that in FY2021, we have reduced our plastic consumption for the wrapping of pallets from 700 grams per pallet to an average of 440 grams per pallet.
- > As of FY2021, we no longer store diesel or chemicals at our sites, and therefore do not have any hazardous waste to report as part of our scope.
- > AMOS has continued its position as a core member of the joint committee with DNVGL and Wilhelmsen Ship Management, to tackle issues of plastics in the marine industry. Whilst we continue providing monthly reports to the committee about our plastic reduction, there were no round table discussions conducted in FY2021 as a result of the COVID-19 pandemic.

Performance & Target

Waste Type	Disposal Method	Waste Disposal (metric tonnes) in 2020	Waste Disposal (metric tonnes) in 2021	FY2022 Target
Hazardous	Waste disposal collectors	6	0	We have zero hazardous waste from FY2020 to FY2021.
Non hazardous	Recycled by waste collector	262	145	We target to maintain, if not lower, our waste disposal amount in FY2022.

Targets

The National Environment Agency (NEA) has implemented new mandatory packaging reporting requirements as part of Singapore's Zero Waste Masterplan. The agency requires AMOS to commence tracking and reporting packaging data for the upcoming financial year. As a result, we will report on our packaging waste from FY2022.

Our People

At AMOS, we view our employees as our most vital asset as they are pertinent in ensuring the continuity and success of our business. We embrace diversity and inclusion whilst focusing on fair and equitable employment practices throughout our recruitment process. We aim to nurture a motivated workforce by attracting, developing, and retaining the best to work with us.

Our COVID-19 Response

Over the past year, the world was enveloped by an unforeseen circumstance, the COVID-19 pandemic. Whilst this has resulted in numerous challenges and disruptions across our operations, AMOS's focus remains on ensuring the wellbeing and safety of its employees through these difficult times. We were quick to implement our 'Safe Management Measures' (SMM) plan to ensure employee safety, business continuity, and work-from-home arrangements, as per the government guidelines. The SMM explicates all the safe social practices and emergency preparedness responses mandated by staff with regard to COVID-19.

Our employee profile⁶

	FY2020			FY2021		
	Male	Female	Total	Male	Female	Total
Permanent	164	105	269	140	107	247
Temporary	2	2	4	10	5	15
Total	166	107	273	150	112	262

(a) Employee welfare and talent retention

Why is it material

At AMOS, we believe that attracting and retaining the right talent ensures business growth, succession planning, and alleviates the overall morale of the organization.

Management Approach

In FY2021, we made our comprehensive employee handbook available to our staff, assisting in the global alignment of all our policies, including the unified code of conduct, whistleblowing policy, disciplinary actions, payroll, leave, and recruitment matters. The new employee handbook is also robust as it entails a portion that highlights policies specific to the different countries in which we have our operations. Furthermore, we have refreshed our employee code of conduct, KPIs, and appraisal processes as per our target in FY2020. The policies outlined in the employee handbook are conveyed to all our employees through communication sessions, which have received positive feedback.

AMOS is dedicated to continuously engaging its employees to comprehend any grievances they may share. Over the year, we hosted a Townhall where employees were requested to attend at staggered hours. This was to ensure a continued open dialogue with our staff whilst keeping them abreast with any emerging challenges. Since the introduction of our new CEO in November 2020, we aim to host a large-scale virtual townhall in FY2022.

As a part of our employee welfare and retention management process, we practice fair employment, provide employment benefits, reward their performance, and build a diverse culture.

Fair Employment

We continue to reward employees fairly based on their ability, performance, contribution, and experience. All our employees are given employment contracts with clear terms and conditions, and equal employment opportunities that are clearly cited in the employee handbook. We adhere to the labour laws in Singapore and adapt the Tripartite Alliance for Fair and Progressive Employment Practices ("TAFEP"). Additionally, we ensure that our employees declare any conflicts of interest on an annual basis, and we subsequently address them.

⁶ We do not have any part time employees. We also do not have any employees to whom collective bargaining agreements apply.

Employee Benefits

The welfare and medical benefits for our employees is a great priority. We provide insurance for all our employees and facilitate annual health screening for our senior management and elderly employees. In light of the pandemic, AMOS has dispersed hand sanitizers and masks to its employees to ensure they are well protected.

In FY2021, AMOS gifted each staff member a Christmas pudding for them to share with their family during the festive season. As we were unable to celebrate Chinese New Year together, we hosted a fun lucky draw for our employees. The winners were gifted a Chinese New Year themed hamper. Additionally, during the mooncake festival, AMOS distributed mooncakes to all its staff in Singapore as means of upholding their morale and facilitating inclusion.

AMOS's Human Resources (HR) Department organized a Blood Donation Drive for its employees to foster engagement and further our corporate social responsibility. Ultimately, 39 of our employees partook in the donation drive. Additionally, the AMOS's HR established the "AMOS Community Welfare Fund" initiative, which aims to deliver food and gift hampers to needy groups across communities in Christmas of 2020. Many of our employees donated to the cause and we collectively raised \$6,130 for distribution across three charitable beneficiaries in Singapore:

- Care for the Elderly Foundation
- CARE SG (Children-at-Risk Empowerment)
- MINDS (Movement for the Intellectually Disabled of Singapore)

In FY2021, we established 'Flexi Working Hours', which entails a work arrangement for our staff to have the freedom to establish their location of work. Our employees consolidate this work arrangement with their respective head of department and subsequently are able to work flexibly.

As AMOS's industry is foreign labour intensive their welfare is pertinent to the success of our operations. We continue to provide them with housing allowances with the purpose of enabling better flexibility in their choice of living. We also provide transport to all our employees from the MRT station to the workplace to limit their public exposure, in light of COVID-19, and to assist those who are reliant on public transport as they do not possess their own vehicle.

For our Malaysian staff who were displaced as a result of Malaysia's Movement Control Order, AMOS financially assisted in housing them in hotels in Singapore. We continue to abide by all government regulations and ensure the to remain abreast with any updates to protect our employees.

Diversity and Equal Opportunities

AMOS is committed to fair, equitable, and quality employment practices in our recruitment process to attract, develop, and retain a talented, innovative, flexible, and motivated workforce in every country that we operate in. All employment decisions will conform to the principle of equal opportunity by imposing only the valid requirements of the position on the candidate under consideration. We encourage diversity of race, age, skills, experience and gender, assessing candidates and employees on merit alone.

Performance

Employee New Hire & Turnover by Age

	FY2020 ⁷				FY2021			
	New Hire		Turnover		New Hire ⁸		Turnover ⁹	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Less than 30	25	49	29	50	8	21	9	21
Between 30 and 50	83	43	125	61	35	19	59	33
Over 50	13	43	28	85	6	20	10	32
Total	121	44	182	61	49	19	78	30

Employee New Hire & Turnover by Gender

	FY2020 ¹⁰				FY2021			
	New Hire		Turnover		New Hire		Turnover	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Male	72	43	63	35	22	15	52	46
Female	49	46	119	103	27	24	26	69
Total	121	44	182	61	49	19	78	30

Target

- > For FY2022, we aim to implement a career development plan for our employees to assist with succession planning.
- > We target to conduct monthly consultations with staff to receive reviews and feedback about their wellbeing.

(b) Training and development

Why is it material

We offer training to develop our employees for higher levels of competency and safety standards, in order to further enhance the quality of our services and products. Through our trainings, we further aim to motivate and build a stable workforce in a collaborative environment. We believe in equipping and enhancing the skills of our employees to enable their current and better their future performance. All our training programs are geared towards the following objectives:

- > Strengthening the job skills and/or knowledge of employees;
- > Improving their operational efficiency and productivity; and
- > Developing and maximizing the potential of employees, to the mutual benefit of AMOS and their career development.

Management Approach

In FY2021, we sent our employees for the following mandatory courses:

- > Applying Workplace Safety and Health in Metal Work (MSOC) – Metalworking Safety Orientation Course (MSOC). This was a re-certification.
- > Shipyard Safety Instruction Course for workers (SSIC) in General Trade. This was a re-certification.

⁷ We have revised our FY2020 figures as it did not reflect the data across all our entities.

⁸ New Hire Rate = number of new hires/employees at end of FY2021

⁹ Turnover Rate = number of departures / (employees at start of FY2021 + employees at end of FY2021)/2)

¹⁰ We have revised our FY2020 figures as it did not reflect the data across all our entities.

In Singapore, we have created a comprehensive in-house training calendar and internal training program which provides training and development for daily skills often used by our employees. These programs are delivered by an internal trainer. In FY2021, we conducted the following internal in-house training sessions:

- > Microsoft Office 365 – Excel (Basic).
- > Microsoft Office 365 – Excel (Useful Formulas).
- > Microsoft Office 365 – Excel (Pivot Table, Conditional Formatting, data validation, text to column, Unprotecting Sheet, chart, removing blanks, track changes, protecting cells, advance filter).
- > Microsoft Office 365 – Excel (Vlookup).
- > Problem Solving Techniques – Understand the importance of problem solving and learn basic problem-solving tools.
- > 5S – Understand the objective and apply 5S in the workplace.
- > Go Far with Procurement: Overview of Procurement Practices in Shipping, Contract Management, Procurement Performance and Benchmarking and Supplier Relationship Management.
- > Effective Communication.

Additionally, some of our employees underwent specific training courses. Some of these include:

- > The Singapore Employment Act – 2-day workshop.
- > Sage EasyPay Year End Seminar and Workshop 2020.
- > DNV GL – HazMat Training: Lite Version.
- > Cert First Aider Course (With CPR & AED).
- > WSQ Respond to Fire Incident in Workplace.

Performance

The average training hours per employee for the year by gender is as below:

	FY2020		FY2021	
	Total Number	Average Training Hours	Total Number	Average Training Hours
Male	166	0.05	150	1.47
Female	107	0.07	112	1.66
Total	273	0.06	262	1.55

As per our target for FY2021, we have successfully implemented the SAP system and continue to host in-house SAP training, to allow for more training hours.

Target

- > For FY2022, we aim to conduct a training needs analysis to accurately plan for future training courses based on our employee’s needs.
- > We target to extend and implement our internal training program across the different locations of our operations.

(c) Occupational Health and Safety

Why is it material

Our industry is prone to numerous health and safety risks, therefore requiring adherence to stringent safety policies in ensuring the wellbeing of our employees. At AMOS, we do not compromise on the safety of our employees and workers.

Management Approach

Operational health and safety (“H&S”) are managed holistically by all departments, where all departmental heads are responsible for the safety of the employees under their charge. All our staff are empowered to halt any activity that threatens their safety.

At AMOS, we have an established Quality, Health, Security, Safety, Environment (“QHSSE”) department that is responsible for promoting, administering, and governing H&S directives and performance throughout the organization. The QHSSE Department along with HR also ensures that every new employee goes through an induction program where basic H&S responsibilities for all employees are conveyed. The AMOS QHSSE Department also continues to work with our HR to identify relevant courses to continue developing our employees’ competencies for operational safety supervision and management. The QHSSE Department is also responsible for routinely engaging all departments to track, monitor, and improve their H&S performance.

As a result of the pandemic, the QHSSE Department was unable to organize the bi-annual fire safety drills. Instead, the department hosted two table talk discussions to facilitate a virtual simulation and update employees on fire safety guidelines.

In FY2021, we updated our Global Group Health Safety Security and Environment Policy Statement. The QHSSE department is responsible for the communication of QHSSE updates across all entities to ensure best practices are shared and standard practices can be established across the organization. The department also organizes a monthly committee meeting to discuss safety performance, incidents that have occurred, best practices, H&S Campaigns planning, and to ensure that feedback from workers and other employees are addressed.

At AMOS, we have a Risk Management Organization Chart that assigns responsibility for conducting risk assessments and ensuring that all control measures are adequately addressed on the ground. For every operational activity, a BizSafe Level 2 trained personnel approved by the Risk Management Organization Chart Team Leader is given the responsibility to conduct risk assessment of that activity. The outcome of the risk assessments is communicated to the ground workforce. Generally, all risks are assessed by a 5x5 matrix and control measures are determined by the hierarchy of controls.

AMOS QHSSE Department also works very closely with the Procurement department to ensure compliance to the Inventory of Hazardous Materials regulations issued by IMO. This regulation ensures that all specified potentially hazardous material supplied to the vessel are within the acceptable threshold limit. AMOS has set up a process and system to govern the purchases of these products, which include:

- Establishing a controlled guideline for all suppliers supplying these materials;
- Declaration of suppliers' commitment to comply with the guidelines;
- Suppliers' processes and physical site audits by the QHSSE Department and;
- A site audit of the suppliers' manufacturer for a specific product, by QHSSE Department.

Performance

Work-related injuries data

	FY2020		FY2021	
	For Employees	For non-employees whose work and/or workplace is controlled by our organization	For Employees	For non-employees whose work and/or workplace is controlled by our organization
<i>Number of Fatalities as a result of Work-Related Injury</i>	Nil	Nil	Nil	Nil
<i>Number of High-Consequence Work-Related Injury (excluding fatalities)</i>	2	Nil	Nil	Nil
<i>Number of Recordable Work-Related Injury</i>	5	Nil	3	Nil
<i>Number of Hours Worked</i>	752,340	Nil	571,034	Nil
<i>Rate of Fatalities as a result of work-related injuries (%)</i>	Nil	Nil	Nil	Nil
<i>Rate of High-Consequence Work Related Injury (%)</i>	1	Nil	Nil	Nil
<i>Rate of Recordable Work-Related Injury (%)¹¹</i>	1	Nil	1	Nil

There were 3 incidents of work-related injuries reported.

¹¹ Recordable work-related injury rate = (Number of recordable work-related injury x 200,000)/Number of hours worked

Work-related injuries in FY2021

Date of incident	Entity	Classification	Preventive Action
November 2020	AMOS Supply Pte Ltd	Incident with Injury	<ol style="list-style-type: none"> HOD to identify activities which would require 2 persons to perform the task. HOD to brief team on Manual Handling Techniques.
January 2021	AMOS Supply Pte Ltd	Incident with Injury	<ol style="list-style-type: none"> Workers were briefed on the identification of risk and possible accidents associated with the activity such as standing position. Production team shall identify the minimum resources needed for each activity in relation to the machine capacity. Warning signs on the standing position shall be pasted on the machine
February 2021	AMOS Supply Pte Ltd	Incident with Injury	<ol style="list-style-type: none"> Fabricate a stopping removable stopping device to prevent the slings from slipping out of the forks. Reiterate on forklift operation safety (ensuring that the forks are never tilted forward while travelling)

Target

- > We continue to further strengthen our risk management procedures toward achieving zero workplace incidents.
- > We will enhance the effectiveness and consistency of the management systems across the group, by developing and implementing a Group-wide Integrated Management System in the fourth quarter of 2021. Thereafter, we will monitor, track, and achieve 100% compliance with IMS.

(a) Responsible supply chain management***Why is it material***

Our supply chain includes a several parties. Our marine supplies range from technical supplies such as steel valves and personal protective equipment (“PPE”) to general supplies such as frozen food and water. Our rigging, mooring, and lifting business segment procures rigging equipment, rigging systems along with consumables amongst other items. A large number of our suppliers are based overseas.

We are cognizant that the suppliers we engage with have a significant impact on our sustainability performance. Additionally, ensuring that our suppliers provide high standards of product quality, health, and safety will directly improve what we offer to our customers.

Management Approach

AMOS has a close relationship with its strategic partners and suppliers who are committed to high quality and safety standards. We engage with reputable manufacturers and strive for lean procurement to support fast turn-around and minimization of wastage.

We have a Procurement and Supplier Management Policy, which utilizes the Supplier Questionnaire Form to promote and maintain sustainable procurement activities and governance. Our Supplier Questionnaire Form is employed to evaluate our suppliers’ risk assessment on Quality, Health and Safety, Environmental and Social responsibility. Any gaps identified for potential improvement is followed up with a Supplier Improvement Action Plan arranged by the QHSSE Department.

Prior to engaging with a new supplier, we perform a pre-qualification assessment as part of our Know Your Supplier (“KYS”) policy. This is through a checklist filled by the vendor applicants. After assessment, selected vendors are included in the Approved Vendor List (“AVL”). In addition to quality considerations, compliance with environmental regulations, and health and safety practices are key requirements.

For high risk suppliers, we also conduct periodic audits and checks, particularly as many of our customers demand supply chain visibility on the use of hazardous materials such as asbestos. We have established the database where the relevant material certifications and test reports are readily available to customers to support the Inventory of Hazardous Material (IHM).

Performance

We screened 7 of our suppliers in FY2021 using environmental and social criteria. In FY2021, we did not identify any high-risk suppliers.

As per our target for FY2021, we worked on our supplier code of conduct and introduced a mandatory requirement for all our suppliers to complete a conflict of interest form upon engagement. We have also reviewed our supplier base and refined our supply chain to ensure that it is not impacted by the current pandemic.

Target

We aim to maintain stringent assessments and audits on our vendors. We strive to achieve zero incidences of non-compliance concerning environmental and social criteria in the upcoming year.

(b) Product Quality and Reliability***Why is it material***

As the marine industry becomes more competitive, our customers rely on our brands for safe and quality products and services. At AMOS, we believe in the importance of differentiation through the provision of products and services of high quality and reliability. Through this, we aim to exceed the expectations of our customers and foster long-term relationships with them.

Management Approach

We adhere to international standards to ensure the quality and safety of our products and services. We conduct and evaluate the periodic assessments of the health and safety impacts of our products and services. This aids in identifying, assessing and treating all quality and safety-related risks associated with our business activities, products and services in a responsible manner.

For Alcona Brand, one of key offering product range will be the Personal Protective Equipment (PPE). Durability and Safety are crucial requirements for customers purchasing these products. As our customers highlight their specifications and certifications required for each product during the tender stage, we ensure that we meet their requirements and standards when offering our products to the customer.

The type of standards and certification requirements are supported with testing and accreditation from the respective appointed testing bodies, along with certificate of conformity from AMOS.

Performance

In FY2021, there were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period. We have not identified any non-compliance with regulations and/or voluntary codes with respect to health and safety impacts of our products and services.

Target

We aim to maintain stringent risk assessments of our products and services. We strive to achieve zero reportable incidents of non-compliance concerning the health and safety impacts of products and services in the upcoming year.

(c) Ethics & Anti-corruption**Why is it material**

Good corporate governance is integral to building a reliable corporate, enabling transparency, and ensuring longevity. Corporate governance is imperative in protecting the company and its stakeholders against fraudulent and corrupt behaviours, amongst other foreseeable risks within the marine industry. As we uphold integrity and trust across all our stakeholders, we acknowledge the detrimental impacts of any failures in compliance.

Management Approach

At AMOS, we are committed to maintaining a high standard of corporate governance. We expect honesty, integrity, and accountability at every level of the company. AMOS has established internal controls to ensure the highest standards of governance & fraud prevention. The Board and the Management believe that an effective whistle-blowing arrangement will act as a deterrent to malpractice and wrongdoing, encourage openness, promote transparency, underpin the risk management systems of AMOS, and enhance its business practice; thereby increasing the reputation of AMOS and its management. We conduct yearly internal audit to ensure compliance. Cases of non-compliance are directly reported to our Audit committee. Employees, suppliers, customers, and other stakeholders can directly write-in to our Audit Committee to report cases of fraud or other irregularities. These reported cases are thoroughly investigated followed by the undertaking of subsequent necessary actions.

The specific objectives of the policy are:

- to maintain a high standard of corporate governance.
- to provide a channel of communication to the employees of AMOS to report fraudulent practices and to guide employees on actions to address their concerns on suspicious fraudulent activities.
- to provide a process in investigations and management reporting.

The whistle-blowing policy can be found on our website with details on the scope of the policy, the whistle blowing officer, what is not covered in the policy, administration, and whistle-blowing procedures.

Performance

In FY2021, there was a case of 'Misappropriation' at AMOS. The case involved an employee who was involved with unrecorded sales proceeds within the company. Upon discovery, AMOS's Board of Directors took the following actions:

- Terminated the employment of the employee
- Conducted preliminary investigations, commissioned an external provider to investigate the case and is currently in consultation with relevant advisors on next steps following a review of the findings
- Engaged internal and external auditors to conduct an independent review of the Group's internal controls in light of the Misappropriation whilst considering if an increase in the scope of internal controls of the Group is required so as to protect against a repeat of this incident
- Considering legal recourses available in relation to this matter; including the making of a police report, amongst others, in respect of the Misappropriation.

We have taken this incident extremely seriously and will continue to enhance our controls and processes to avoid such lapses in future.

Target

We aim to ensure zero reportable incidents relating to corruption and bribery in FY2022.

External Certifications

ISO / IEC 17020:2012 (Date of Certification: March 2018) (Exp: March 2022)

ISO 9001:2015 (Date of Certification 2018) (Exp: Aug 2021)

ISO 14001:2015 (Date of Certification 2019) (Exp: Feb 2022)

Memberships

International Marine Procurement Association

Singapore Association of Ship Suppliers and Services

Lifting Equipment Engineers Association (Full member)

International Marine Contractors Association

GRI Content Index			
GRI Standard	Disclosure	Page number and/or URL	
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General disclosures 2016	Organizational profile		
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	102-2	Activities, brands, products, and services	3-5
	102-3	Location of headquarters	3
	102-4	Location of operations	3
	102-5	Ownership and legal form	1
	102-6	Markets served	3
	102-7	Scale of the organization	Refer to annual report
	102-8	Information on employees and other workers	13
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	102-10	Significant changes to the organization and its supply chain	19-20
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	102-12	External initiatives	21
102-13	Membership of associations	21	
Strategy			
102-14	Statement from senior decision-maker	1	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	6	
Governance			
102-18	Governance structure	6	
Stakeholder engagement			
102-40	List of stakeholder groups	6-7	
102-41	Collective bargaining agreements	N/A	
102-42	Identifying and selecting stakeholders	6-7	
102-43	Approach to stakeholder engagement	7	
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Reporting practice			
102-45	Entities included in the consolidated financial statements	Refer to annual report	
102-46	Defining report content and topic Boundaries	2	
102-47	List of material topics	8	
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102-49	Changes in reporting	No changes	
102-50	Reporting period	2	
102-51	Date of most recent report	31 March 2020	

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Material Topics

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	9-11
	103-2	The management approach and its components	9-11
	103-3	Evaluation of the management approach	9-11
GRI 302: Energy 2016	302-1	Energy consumption within the organization	11
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	11
	305-2	Energy Indirect (Scope 2) GHG emissions	11

Waste management

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	11-12
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GRI 306: Effluents and waste 2016	306-2	Waste by type and disposal method	12

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	13-15
	103-2	The management approach and its components	13-15
	103-3	Evaluation of the management approach	13-15
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	15
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	13-15

Human Capital Development

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	15-16
	103-2	The management approach and its components	15-16
	103-3	Evaluation of the management approach	15-16
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	15-16
	404-2	Programs for upgrading employee skills and transition assistance programs	15-16

Occupational Health and Safety			
GRI 103: Management Approach 2018	103-1	Explanation of the material topic and its boundary	16-18
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GRI 403: Occupational Health & Safety 2018	403-9	Work-related injuries	17-18
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	19-20
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GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	19
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GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	19
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	103-2	The management approach and its components	20
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GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	20



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