

AMOS

All Marine Offshore Solutions



SUSTAINABILITY
REPORT
2022

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MESSAGE FROM OUR CHAIRMAN

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

Environmental, social and governance considerations have formed the crux of our corporate culture, values, and mission. As it is intrinsic to incorporate sustainable practices across our business and operational scopes, we acknowledge the importance of striking an equilibrium between delivering corporate value, developing our sustainability journey, and enforcing responsible business practices to amplify our positive contributions to the environment, society, economy communities in which we operate. As we steadfast toward our sustainability ambitions and strategy, AMOS continues to monitor, track and report on its material Economic, Environmental, Social and Governance ("EESG") topics through a lens of continuous development and focus on emerging sustainability trends.

In FY2022, we experienced an amelioration in the disruptive nature of the pandemic as the world commenced easing affiliated restrictions, thereby bettering many negative impacts and challenges that were induced. Whilst the pandemic is not fully eradicated, we remain hopeful and positive to reposition ourselves to the stance prior to the origination of the pandemic.

Whilst we still face multiple challenges from the COVID-19 pandemic, we are proud to report our progress in augmenting our positive environmental impacts through our solar partnership and project with Urban Renewables. In FY2022, we ventured toward relying on renewable, green, and clean sources of energy through the successful installation of solar panels atop the rooftops of our headquarters. Through this partnership, we also introduced electric vehicle ("EV") charging stations across our office premises and have plans to introduce an EV van into our fleet, enabling our transition towards climate friendly mobility via a green fleet. Our strides towards inculcating sustainable mobility and transitions are aligned to Singapore's Green Plan for a more sustainable and lower

Carbon future by 2030. We hope that through our efforts, we are able to contribute to the national agenda of paving the pathway to a better future. At AMOS, we continuously seek areas to improve our existing environmental initiatives through a focus on energy efficient measures and waste management initiatives to negate and limit our environmental footprint.

At AMOS, we continue to place significant importance on the welfare, safety, and development of our workforce. AMOS, unfortunately, was still subject to the prolonged impacts of the COVID-19 pandemic, however, we are honoured to report our ongoing assistance to our employees during this period through our vaccination drive, in which employees were allowed free time off if they were feeling unwell. Additionally, annual leave policies were adjusted to allow a carry-over of unused leave for employees. In FY2022, we also extended company-paid hotel accommodation to foreign employees who were unable to return home due to the prolonged effects of the COVID-19 pandemic. Beyond this AMOS also subsidized apartment rentals of employees who chose to move out of the hotel and rent an apartment of their own.

Beyond these efforts, a Promotion Policy was inducted to aid in the effective recruitment of qualified candidates for specific roles, focusing solely on merit, skill, competencies and experience. This demonstrates our commitment to fair and equitable recruitment practices. AMOS also provided a one-off Employee Assistance Payment for to employees who were eligible for re-employment, but who unfortunately did not meet criteria for suitable available positions in the organization, affording these candidates some assistance while they seek alternative employment.

We are also proud to report our commitment to corporate social responsibility through our volunteering and charitable efforts, allowing our employees an opportunity to contribute to altruistic activities for Willing Hearts, a charitable organization which operates a soup kitchen that prepares, cooks, and distributes daily meals to over 69 locations across Singapore, 365 days a year.

MESSAGE FROM OUR CHAIRMAN

The Board of Directors (the "Board") and management at AMOS Group Limited remain dedicated in our sustainability strategy and efforts whilst enforcing alignment to the SGX sustainability reporting guidelines and chosen sustainability framework, the GRI Standards. Our Board continuously supervises the organization's sustainability performance, initiatives and ambitions whilst enforcing strict compliance to all mandatory regulations. As means of strengthening our corporate governance, we introduced an Anti-Corruption and Anti-Bribery ("ABAC") policy, for dissemination across our employees. As the Board remains involved and maintains oversight on all sustainability considerations, we are pleased to report zero incidences of non-compliance to socio-economic and environmental regulations in FY2022.

We encourage all our stakeholders, business partners and patrons to join us on our sustainability journey and efforts to collaboratively further improve the environment, economy, and society which we impact to build a better and more sustainable future.



Kyle Arnold Shaw, Jr
Executive Chairman

ABOUT OUR REPORT

Scope and boundary

This Report presents the fourth annual sustainability performance of AMOS in relation to the material Environmental, Economic, Social, and Governance ("EESG") factors of our business operations, covering the period from 1st April 2021 to 31st March 2022 ("FY2022").

Reporting framework

This report has been prepared in accordance with the GRI Standards: Core Option. We selected the GRI Standards as they are an internationally recognised sustainability reporting framework that aptly assists in structuring and guiding our sustainability journey through its established management approaches, performance metrics and targeted ambitions for our material topics. The Report

is also 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 is prepared on an annual basis. We did not include any climate reporting disclosures in this report as we are undertaking investigations into this for inclusion into future reports.

Assurance and feedback

We have not obtained any independent assurance of the information being reported but are in the process of integrating sustainability processes and report information into our Internal Assurance processes. If you wish to provide feedback on this report, please reach out to us at corporate@amosgroup.com



ABOUT AMOS

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.

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.

Table 1: Our Geographic Presence

Asia Pacific	Middle East	Europe
Singapore	Sharjah UAE	Aberdeen United Kingdom
Shanghai China	Baku Azerbaijan	
Tianjin China		
Hong Kong China		
Busan South Korea		
Johor Malaysia		
Vung Tau Vietnam		

Figure 1: Our Global Footprint



Figure 2: AMOS Marine Supplies

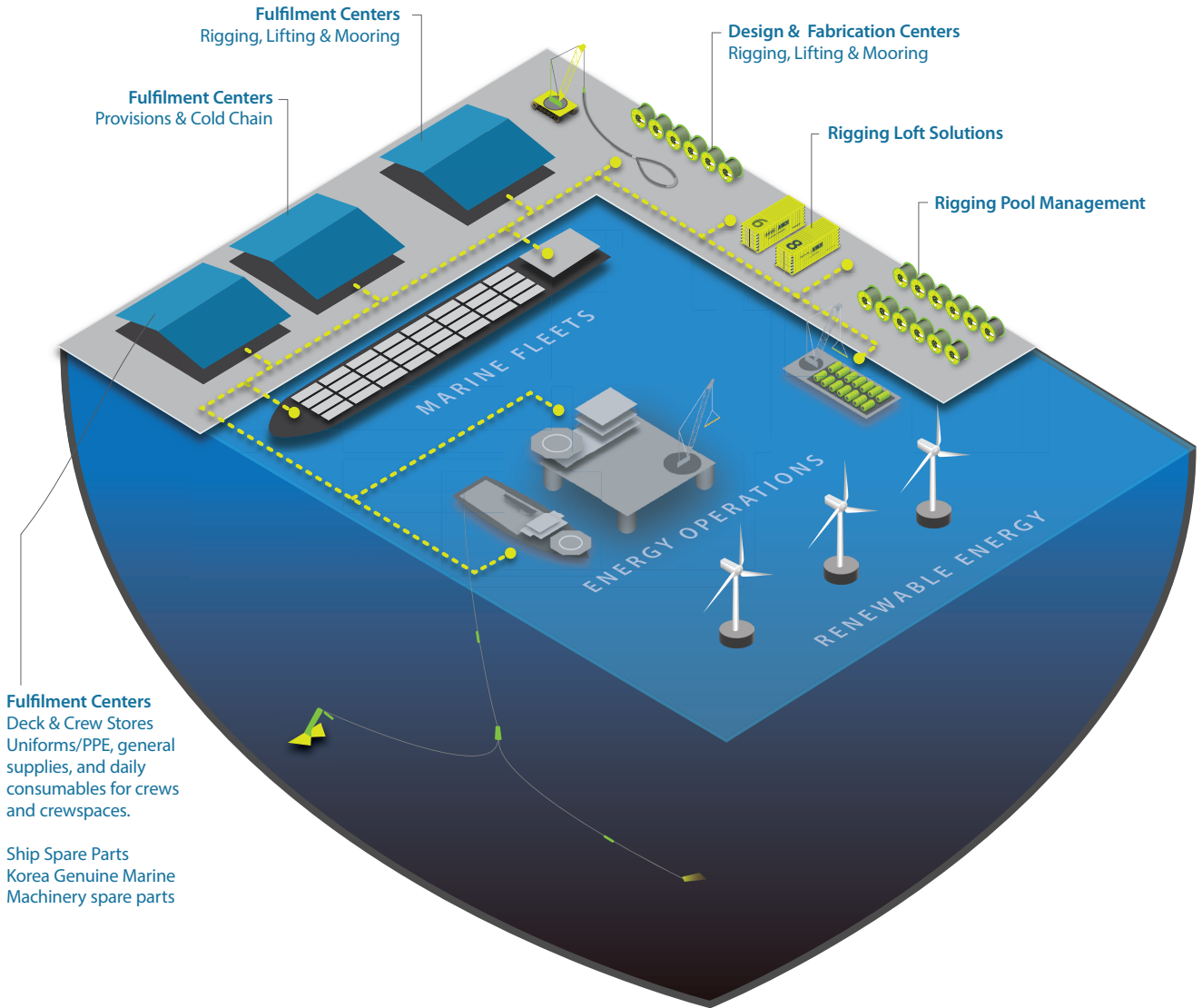


Figure 3: AMOS Energy Supplies



ABOUT AMOS

Figure 4: AMOS Operational Overview



OUR SUSTAINABILITY APPROACH

Sustainability governance

Our Board is responsible for spearheading and driving the sustainability strategy of AMOS. All of our sustainability reporting processes are led by a Sustainability Steering and Working Committee. The Steering Committee is responsible for updating the Board on AMOS' sustainability performance and management systems by addressing key material issues and relevant response mechanisms identified by our stakeholders. The Working Committee monitors, collates and analyses the information and data affiliated for all our identified material ESG topics. Both these committees comprise of representatives from all our organizational business units. Roles and responsibilities have been assigned to each component of our sustainability governance structure to further enhance the integration of sustainability into our operations.

Figure 5: Sustainability Governance Structure



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. We ensure to acquire feedback from our key stakeholder groups as it forms a keystone in our strategic business plans and sustainability ambitions. At AMOS, we uphold stakeholder feedback as valuable perspectives for continuous development upon our sustainability journey and commitment.

Comprehending the concerns and expectations of our stakeholders is an essential part of our sustainability approach. We strive to develop a symbiotic relationship with our stakeholders through regular formal and informal engagement channels. We sustain our stakeholder engagement with the following key stakeholder groups:






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

OUR SUSTAINABILITY APPROACH

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.

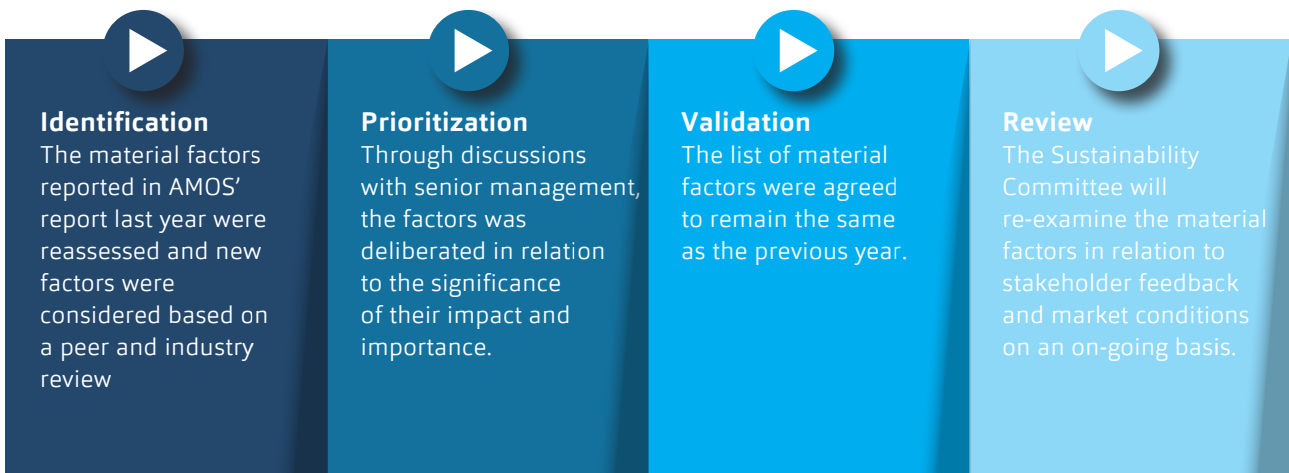
Figure 6: Stakeholder Engagement Mechanism

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

Conducting a materiality assessment is consequential in establishing a direction for an organization’s corporate sustainability strategy as it accounts for stakeholder perspectives and acknowledges material ESG topics relevant to them and our business. We continue to focus on our previously identified material issues as they remain most relevant to our operations, business, and stakeholders.

Figure 7: Four Step Approach on materiality assessment



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

Table 2: 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

ENVIRONMENT

(a) Energy and Emissions

Why this is material

As a global provider of supplies, services and solutions to major international energy operators and shipping fleets, spearheading conservative resource consumption is paramount. With our headquarters, fulfilment centre, in Singapore operating our warehousing, cold chain storage and provisioning processes, our global footprint requires the proper and collaborative management of energy consumption.

At AMOS, we employ two main sources of energy consumption for our operations. Whilst our chartered vessels and fleet of vehicles predominantly function on diesel, our office premises, warehouses, and fulfilment centre primarily utilise electricity. We drive to reduce our energy consumption across all operational processes to ultimately mitigate our carbon footprint whilst striving to negate detrimental environmental impacts. We remain cognisant of curbing energy consumption as in addition to resulting in a sustainable future, responsible energy consumption also lessens organizational costs resulting in savings and overall improvements in economic performance.

Management Approach

Relying on clean and renewable energy sources: Our Alliance with Urban Renewables

Since our previous financial year, AMOS engaged with and signed a Power Purchased Agreement ("PPA") with Urban Renewables, a sustainable energy solutions provider and developer. This agreement entailed the installation of solar PVs on the rooftop of the Group's headquarters, amounting to a 300 kWp solar project, by FY2022. Through this, we aimed to steer towards becoming a more sustainable business through the reliance on solar energy for daily electricity consumption by employing installed panels with a capacity of providing 481,000 kWh. We are pleased to report that since October 2021, we commenced drawing power from the installed solar panels and have commenced our journey towards relying on renewable and clean energy. Currently, our installed energy capacity generated from the solar panels is 200.64 kWh. Since its commencement till April 2022, we have generated 130,015.9 kWh of solar energy, which averages to 22,500 kWh monthly.

Moreover, we strive to achieve climate friendly mobility through the installation of 2 electric vehicle ("EV") charging stations at our headquarters, by Urban Renewables. These have been commissioned and ready for use since the final quarter of the previous financial year. As Urban Renewables continuously assists us in further implementing energy efficiency improvements, we aim to introduce an EV van for our fleet use, which has joined our fleet in June 2022, in our transition towards a greener fleet.

Our alliance with Urban Renewables entails a robust 36-month plan that strives to further our key sustainability strategies through a focus on energy efficiency, increased use of renewables in our energy supply, purchasing more green power, whilst ultimately resulting in a reduction in our carbon emissions. As we have commenced installing solar panels upon the rooftops of our buildings and implementing energy efficient modifications across our headquarters, we will also be exploring other options to amplify energy efficiency. Due to the pandemic, this has been on hiatus however, we will resume our consultation to decipher novel means to further our energy curbing initiatives.

We also continue our dedication in lowering our energy use by increasing awareness amongst our 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, notices and related labelling in prominent areas in the AMOS office, and warehouse to remind employees of energy conservation practices. These include switching off the lights and air conditioning prior to departure from any office premises.
- > 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

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

Carbon Neutral Program

As a result of a change in the electricity seller market, we have ceased our participation in the Carbon Neutral Program. This has led to the halting of our offset program as the privatised electricity retailers have collapsed, resulting in our reliance on public grids. It is our intention to resume our participation once the market stabilize.

Targets

We are currently aiming to introduce an EV van for our fleet use in June 2022 to transition towards a greener fleet.

Table 3: Performance

Energy use & efficiency	Unit	FY2021 Performance	FY2022 Performance	Our Performance Narrative
Electricity consumption	GJ	5,988.39	5,300.15	We experienced a 11.5% reduction in our electricity consumption as a result of reduced operational activity and in-office employees (due to prolonged effects of COVID-19)
Diesel consumption ¹	GJ	12,869	6,937	We have managed to reduce our Diesel consumption per vessel by 46% in comparison to our performance in FY2021. Similar to the electricity decrease, this was a result of reduced operational activity. We continuously strive to manage our Diesel consumption per vessel to ensure the value does not exceed prior years.
Diesel consumption per vessel	GJ	3,217.25	1,734.25	
Total Energy Consumption for the year	GJ	18,857.39	12,237.15	
Indirect Scope ² GHG Emissions ²	tCO ₂ e	680	601	We are investigating alternative energy sources with the aim of reducing our emissions further, with the ultimate aim of achieving Net Zero emissions.
Direct Scope ¹ GHG Emissions ³	tCO ₂ e	954	514	

¹ This data was acquired from the diesel consumed by 4 of our vessels.

² We used the emission factors 0.4085 kgCO₂/kWh (2019), for the calculation of CO₂ for FY2021, [Source: <https://www.ema.gov.sg/cmsmedia/18RSU.pdf>]. We used the emission factors 0.408 kgCO₂/kWh (2019), for calculation of CO₂ for FY2022, [Source: <https://www.ema.gov.sg/singapore-energy-statistics/ChO2/index2>].

³ We use the emission factors 74,100 kg/T, for calculation of CO₂. [Source: https://ghgprotocol.org/calculation-tools#cross_sector_tools_id]

ENVIRONMENT

(b) Effluent and waste management

Why this is material

At AMOS, the nature of our business and operations culminates in the creation of non-hazardous waste including metal scrap, plastics, paper, and wood. As a result, we are conscious of executing proper waste disposal techniques to limit environmental degradation through land or air pollution. We continue to manage our waste generation through the implementation of waste reduction techniques that target in amplifying our positive environmental impacts through innovative designs, and consequent reduction in operational costs.

Management Approach

The waste reduction initiatives we undertook in FY2022 include:

- > We engage an external waste vendor that ensures our recyclable waste is properly handled and disposed of. Over this financial year, we changed our vendor and have commenced a partnership with H&S Environment to enable our waste recycling initiative. Our waste vendor supplies us with bins which are placed across different sections of the warehouse to segregate the waste based on its composition, including paper and plastics. This is then collected daily and compiled at the end of every month for subsequent sale, furthering recycling purposes.
- > Since its induction, our Group Global Plastic Policy remains in effect to manage the consumption of fewer resources through responsible consumptive practices via our 'reduce, reuse, and recycle' principles. We enact this across all our waste streams and procurement decisions.
- > We continuously strive to seek alternative solutions to develop an effective plan in reducing the amount of plastic utilised in wrapping pallets, which are for protection against adverse weather conditions.
- > Over the course of this financial year, we have lost our tender with Wilhelmsen Ship Management and thereby, our partnership to tackle issues of plastics in the marine industry has been since discontinued. However, AMOS is currently negotiating and conducting discussions with a global container shipping company and a world leading dry bulk owner, with the same commitment to tackle issues pertaining to plastic use in the maritime sector.
- > At AMOS, we ensure to use recyclable containers for any catered food provided on our office premises. We further enforce the ban against single use cutlery. As means of furthering our waste curbing initiatives, we provided our employees with sets of stainless-steel cutleries on International Woman's Day in 2022.
- > The National Environment Agency (NEA) has implemented new mandatory packaging reporting requirements as part of Singapore's Zero Waste Masterplan. After assessing our operations, NEA has determined that AMOS Supply did not fit the criteria of a 'Producer' and therefore, we are not required to report on packaging specifications.

Table 4: Performance & Target

Waste Type	Disposal Method	Waste Disposal (metric tonnes) in 2021	Waste Disposal (metric tonnes) in 2022	FY2023 Target
Hazardous	Waste disposal collectors	0	0	To maintain generating zero hazardous waste.
Non hazardous	Recycled by waste collector	145	185.2	We target to maintain, if not lower, our waste disposal amount in FY2023. Furthermore, we target to increase recycling waste.

Targets

At AMOS we aim to maintain our recycling program within the facility as well as increase the overall awareness to all staff. In FY2022, we experienced a 28% increase in our waste generation as a result of AMOS Supply’s commencement of occupying 156 Gul Circle, Singapore 629613. Furthermore, by the end of 2022, we aim to extend our recycling programme within our office area to include cans and bottles.

SOCIAL

Our People

Our people continue to be a critical asset to the continuity and success of our operations. At AMOS, it is our belief that our people play a particularly important role in ensuring we are able to uphold the highest quality of service to our clientele. Beyond this, we hold the intrinsic belief in fair and equitable labour practices, as demonstrated in our recruitment processes. We embrace diversity and inclusion and are committed to nurturing a motivated and dedicated workforce.

Ongoing COVID-19 Response

As the globe continues to adjust to the fallout of the COVID-19 pandemic, AMOS has sustained the safety and well-being of our employees through strict adherence to the local, government induced, 'Safe Management Measures' (SMM). The SMM explicates all the safe social practices and emergency preparedness responses mandated by staff with regard to COVID-19, some of the practices implemented by AMOS included:

- Split teams according to government guidelines (e.g. 50% return to office).
- Two-shift system for MS Warehouse/Logistics and AMOS Supply Production was established.
- All staff were assigned to specific blocks were asked to remain and not cross over to other blocks.
- Separate temperature screening areas for staff assigned to different blocks were set up.
- Main pantry was closed off. No communal lunch was allowed.
- Regular sanitization of work areas especially for teams operating on shifts and have shared workspaces/equipment were carried out.
- Gathering size was reduced to 5 people.
- At least 1-day prior clearance from QHSSE department was required if there was a need for staff to come to back to work.
- Wearing of masks was mandatory.
- All staff were required to scan in/out using the QR code provided (Safe Entry).
- Staff were reminded to sanitize their hands regularly after touching "high-touch point" areas.
- Visitors to the company premises needed to notify the company at least 3 days in advance and submit their ART test results to the company one day prior to their visit.

In FY2022, AMOS provided all employees with the opportunity to receive their vaccinations at anytime without the loss of leave. Free days were also provided to employees who felt unwell after their vaccination. This was done as a part of the ongoing support for national vaccination initiatives to combat COVID-19.

Table 5: Our employee profile⁴

	FY2021			FY2022		
	Male	Female	Total	Male	Female	Total
Permanent	140	107	247	124	93	217
Temporary	10	5	15	6	4	10
Total	150	112	262	130	97	227

⁴ We do not have any part time employees. We also do not have any employees to whom collective bargaining agreements apply.

Employee welfare and talent retention

Why is it material

It is a core belief at AMOS that attracting and retaining the right talent is a key component to successful and sustainable business growth. Through streamlined and targeted hiring practices, effective succession planning and ample opportunities for growth and development, we aim to retain a high morale organization.

Management Approach

The comprehensive employee handbook, established in FY2021, has been well adopted throughout the organization. The handbook acts as a one-stop guide to all employees to foster alignment on all AMOS employment policies and practices, including but not limited to including the unified code of conduct, whistleblowing policy, disciplinary actions, payroll, leave, and recruitment matters. To effectively disseminate these policies and procedures in the employee handbook, communication sessions were held, and information is shared via email. In FY2022, two large-scale virtual townhall events were held.

At AMOS, our talent acquisition and retention strategies align with the overarching company goals to enable efficiencies in the development of our workforce. Beyond this, our intention is to set our teams up for success by providing training and development while removing obstacles where possible. All these elements work together to foster the continuous building of a culture of trust and accountability while improving employee engagement.

Fair Employment

AMOS continues to uphold and adhere to labour laws in our countries of operation and additionally continues to comply with the Tripartite Alliance for Fair and Progressive Employment Practices (“TAFEP”).

In FY2022, a Promotion Policy was introduced to help the company advance the most qualified staff members whose skills are required in specific roles. The Promotion Policy intends to clearly outline the criteria for a given role, thereby aiding in fair evaluations of both internal and external candidates as well as reducing the chances of a mismatch between employee and the job.

We continue to reward employees fairly based on their ability, performance, contribution, and experience. Additionally, we ensure that our employees declare any conflicts of interest on an annual basis, and we subsequently address them. In FY2022, we extended our activities in fair employment to provide a one-off Employee Assistance Payment to employees who were eligible for re-employment, but who unfortunately did not meet criteria for suitable available positions in the organization. The intent of this one-off Employee Assistance Payment was to provide these candidates with assistance while they seek alternative employment.

Employee Benefits

At AMOS we extend benefits to our employees to enhance their well-being. We acknowledge that good health is a core component to welfare and employee wellbeing. To this effect, medical insurance is provided for all our employees and health screenings are provided annually for all employees aged 55 and above, and once every two years for employees aged 45 – 55. Over and above this, we continue to protect our employees by placing hand sanitizers at high-touch points.

We, at AMOS, also understand the intangible benefits that increase employee wellbeing. A prime example of this is the extension of approval for employees to carry forward their unused annual leave after the prolonged effects of the pandemic. Flexible working arrangements where the nature of work permits is an additional benefit provided by AMOS. Additionally, token festive monies are given to all employees during Chinese New Year as an acknowledgement of the importance of festivities.

In FY2022, AMOS extended company-paid hotel accommodation in Singapore for Malaysian employees who were unable to return home to Malaysia due to the effects of the pandemic. Subsequently, AMOS subsidized the apartment rentals of Malaysian employees who chose to move out of the hotel and rent an apartment of their own.

SOCIAL

To enhance employee engagement and continue to foster corporate social responsibility, AMOS participated in a charitable drive, where employees packed food items which were donated to Willing Hearts, a charitable organization which operates a soup kitchen that prepares, cooks, and distributes daily meals to over 69 locations across Singapore, 365 days a year. Beneficiaries of these food parcels include the elderly, the disabled, low-income families, children from single parent families or otherwise poverty-stricken families, and migrant workers.

Diversity and Equal Opportunities

AMOS continues to remain committed to upholding to fairness and equitable treatment of all candidates in our recruitment and selection process. When undertaking the recruitment process, the primary objective is to place a candidate in an appropriate role based solely on merit, skill, competencies and experience required to effectively and efficiently fulfill the role. A candidates age, race, ethnicity, religion or belief, gender, marital status, disability, or sexual orientation do not form any part of the consideration process. 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. All appointments, managed through open competitive recruitment, are made on pure merit, and through fair and accurate assessment of each candidate's suitability for the role.

Performance

Table 6: Employee New Hire & Turnover by Age

	FY2021				FY2022			
	New Hire		Turnover		New Hire ⁵		Turnover ⁶	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Less than 30	8	16	9	11	5	38	3	18
Between 30 and 50	35	72	59	76	7	54	14	82
Over 50	6	12	10	13	1	8	0	0
Total	49	100	78	100	13	100	17	100

Table 7: Employee New Hire & Turnover by Gender

	FY2021				FY2022			
	New Hire		Turnover		New Hire		Turnover	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Male	22	45	52	67	5	38	9	53
Female	27	55	26	33	8	62	8	47
Total	49	100	78	100	13	100	17	100

⁵ New Hire Rate = number of new hires/employees at end of FY2022

⁶ Turnover Rate = number of departures/((employees at start of FY2022 + employees at end of FY2022)/2)

Target

In FY2023, we aim to enhance the complimentary lunchtime offerings as well as incorporate related health-focused initiatives.

Due to the prolonged effects of the pandemic, our existing targets were suspended. We aim to revive these in the future.

- > Implementation of a career development plan for our employees to assist with succession planning.
- > Monthly consultations with staff to receive reviews and feedback about their well-being.

Training and development

Why is it material

Training and development opportunities are extended to our employees to enhance the levels of competency resulting in improved quality of operations. Beyond this, our training reinforces the safety standards we have in place as well as strengthens our workforce to remain committed, stable, well-engaged and fulfilled. We believe in equipping and enhancing the skills of our employees to enable their current and better their future performance. All our training programs continue to be underpinned by 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 FY2022, a number of internal training programmes were suspended due to the prolonged effects of the pandemic. However, AMOS still provided mandatory training and re-certification for a number of training programmes.

The following mandatory recertification courses were undertaken by 24 of our employees in FY2022:

- > Applying Workplace Safety and Health in Metal Work (MSOC) – Metalworking Safety Orientation Course (MSOC).
- > Shipyard Safety Instruction Course for workers (SSIC) in General Trade.
- > Rigger and Signalman Course.

While our internal training programmes were suspended, we continued to host relevant trainings where appropriate and applicable.

In FY2022 we continued to host in-house SAP training for 17 employees.

Performance

Table 8: The average training hours per employee for the year by gender is as below:

	FY2021		FY2022	
	Total Number	Average Training Hours	Total Number	Average Training Hours
Male	150	1.47	130	2.09
Female	112	1.66	97	0.16
Total	262	1.55	227	2.25

SOCIAL

Target

As a result of the effects of COVID-19 the planned targets have been suspended. While the primary focus at this point in time is on mandatory training, our future ambitions extend to expansion of training and development targets to eventually include non-mandatory courses based on business requirements and staff development plans.

Occupational Health and Safety

Why is it material

Ensuring our operations maintain the highest levels of health and safety is a key priority for AMOS. In an industry that is subject to an array of health and safety risks, it is pertinent to have established management policies and procedures to safeguard our employees and operations. At AMOS, we do not compromise on the safety of our employees and workers.

Management Approach

Occupational health and safety (H&S) at AMOS is overseen by our well-established Quality, Health, Security, Safety, Environment ("QHSE") department. The QHSE team is responsible for the promotion, administration, and governance of H&S directives and performance throughout the organization, working closely with the management across all other departments to ensure that H&S is managed effectively and holistically. Monthly committee meetings are held to address safety performance, incidents that have occurred, best practices, H&S Campaigns planning, as well as to ensure that feedback from workers and other employees are addressed. The QHSE department also works to maintain organizational compliance to the our Global Group Health Safety Security and Environment Policy Statement. In FY2022, AMOS inducted the QHSE department into the sustainability working committee, demonstrating a commitment to ensuring H&S practices and policies are allied with the overall sustainability of the organization.

The QHSE department works closely with the HR department to provide all new employees with information on the H&S responsibilities of all employees, as a part of the organizational induction program. Additionally, these teams work together to conduct relevant courses to enhance employee competencies for operational safety supervision and management, such as safe operation of forklifts, first-aider training as well as internal auditor training. The internal auditor training is for employees who have undergone ISO Internal Auditor Training, but who lack practical experience. The QHSE department had designated these newly trained personnel and placed them in internal audits, pairing them with an experienced auditor. Due to the limited audits performed over long-stretch of time, this "familiarization" training is ongoing until the auditors are able to conduct these on their own. The purpose of this initiative is to raise the capabilities of the auditors as well as have a pool of internal auditors from different departments which allows the audit to be conducted in an unbiased manner.

AMOS' QHSE department also collaborates with the Procurement department to ensure compliance to the Inventory of Hazardous Materials regulations issued by IMO. These regulations safeguard any potentially hazardous materials supplied to our vessels by ensuring that they remain within acceptable threshold limitations. An established process allows the QHSE and Procurement teams to effectively govern the purchase of these materials through controlled guidelines for all suppliers supplying these materials, supplier declarations of compliance, supplier processes and physical site audits by the QHSE Department and site audits of the suppliers' manufacturer for specific products, by QHSE Department.

In FY2022, due to the ongoing effects of the pandemic, AMOS was unable to conduct the bi-annual fire safety drills, instead opting to host tabletop exercises in which virtual simulations and fire safety guidelines were 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. Generally, all risks are assessed by a 5x5 matrix and control measures are determined by the hierarchy of controls. The outcome of the risk assessments is communicated to the ground workforce.

Performance

Table 9: Work-related injuries data

	FY2021		FY2022	
	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
Number of Fatalities as a result of Work-Related Injury	Nil	Nil	Nil	Nil
Number of High-Consequence Work-Related Injury (excluding fatalities)	Nil	Nil	Nil	Nil
Number of Recordable Work-Related Injury	3	Nil	3	Nil
Number of Hours Worked	571,034	Nil	520,097	Nil
Rate of Fatalities as a result of work-related injuries (%)	Nil	Nil	Nil	Nil
Rate of High-Consequence Work Related Injury (%)	Nil	Nil	Nil	Nil
Rate of Recordable Work-Related Injury (%) ⁷	1	Nil	1.15	Nil

Table 10: Work-related injuries in FY2022

Date of incident	Entity	Classification	Preventive Action
21 April 2021	AIS	Incident with Injury	1. Buddy system, where applicable.
10 July 2021	AIS	Incident with Injury	1. Establish communication with ship crew before loading/unloading
09 Sept 2021	AS	Incident with Injury	1. Adopt correct manual handling technique 2. Use of equipment to move heavy loads

Target

We aim 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. The Integrated Management System is currently targeted to be operationalized by end 2024.

Furthermore, we aim to reduce accidents by 50% in FY2023.

⁷ Recordable work-related injury rate = (Number of recordable work-related injury x 200,000)/Number of hours worked

GOVERNANCE

(a) Responsible supply chain management

Why is it material

AMOS' supply chain is paramount in achieving business successes, and as a result, we place paramount importance in ensuring stringent management to achieve a responsible supply chain. Through our operations, our supply chain includes several parties and are predominantly located overseas. Our marine suppliers provide us with technical supplies including steel vales and personal protective equipment ("PPE"), and general supplies including frozen food and water. Across our rigging, mooring, and lifting business segment, we procure rigging equipment, systems, and other consumables.

Whilst acknowledging the importance of supplier engagement on our sustainability performance and reputation, we ensure they enact high standards of product quality, health and safety to improve the quality of services and products offered to our customers.

Management Approach

At AMOS, we maintain a close relationship with our suppliers and strategic partners to enforce commitment to high quality and safety standards. We maintain our reputational advantage and customer loyalty by engaging with responsible manufacturers to ensure transparent procurement processes, fast turn-around and limited waste generation.

As means of managing our supply chain, we have an established Procurement and Supplier Management Policy, which disseminates a Supplier Questionnaire Form to all engaged suppliers. This enables our robust governance and enforces stringent coherence to ensuring sustainable procurement processes. Our Supplier Questionnaire Form aids in assessing and evaluating the risks affiliated with our supplier's quality, health and safety, environmental and social processes. Through this risk assessment, we successfully identify any gaps for potential improvement across our engaged suppliers, which are subsequently addressed with a Supplier Improvement Action Plan arranged by our QHSSE Department.

A fundamental process we pursue prior to engaging a new supplier entails conducting a pre-qualification assessment as a mandate for our Know Your Supplier ("KYS") policy. As we require our vendor applicants to fill out a checklist, we consequently conduct an assessment to account for all quality considerations, supplier compliance to social and environmental regulations, and their health and safety management systems, ultimately resulting in our identification of selected vendors for inclusion into our Approved Vendor List ("AVL"). In the event we engage with a high-risk supplier, we conduct periodic audits and checks to ensure a responsible and transparent supply chain. At AMOS, we promote supply chain visibility for our customers through our established database where the relevant material certifications and test reports are readily available to customers, furthering the Inventory of Hazardous Material ("IHM").

We continuously review our supplier base and refine our supply chain to ensure it is not impacted to adverse situations, such as the COVID-19 pandemic.

Performance

In FY2022, we engaged with 167 new suppliers, however as they are not considered critical suppliers, environmental and social screening criteria are not required. We are currently updating our vendor qualification assessment to include environmental and social criteria for operationalisation in June 2022. Over this financial year, we did not identify any high-risk suppliers.

We are pleased to report zero incidences of non-compliance with regards to supplier environmental and social criteria in FY2022.

Target

We strive to continuously achieve zero incidences of non-compliance concerning environmental and social criteria in the upcoming year. Commencing in June 2022, we aim to have an updated and implemented our revised vendor qualification assessment to include environmental and social criteria regardless of whether they are considered critical or non-critical suppliers.

(b) Product Quality and Reliability

Why is it material

The maritime industry is a densely populated and competitive sector, demanding the need to maintain an advantage over industry peers. We strive to uphold our position as a safe and reputed company through the provision of safe and quality products and services to our customers, evoking customer loyalty. We continuously strive to exceed the expectations of our customers through sustained development to ultimately nurture a life-long relationship with them.

Management Approach

We ensure the quality and safety of all our products and service offerings through our strict adherence to all applicable international standards. We administer periodic assessments of the health and safety impacts of our products and services to identify, assess and evaluate affiliated risks. Subsequently, we decipher relevant responses to treat all quality and safety-related risks associated with our organizational processes and offerings responsibly.

The key product offering at our Alcona Brand entails the provision of Personal Protective Equipment (“PPE”). Due to the nature of the product, ensuring its safety, quality and durability are key requirements for our customers. During the tender stage, we denote our customer’s specification and required certification for each product and ensure to meet all highlighted requirements whilst abiding by quality standards prior to its sale. We complement the standards and certification requirements of our customers through testing and accreditation support from respective appointed testing bodies, whilst guaranteeing the product with AMOS’ certificate of conformity.

Performance

In FY2022, we experienced zero incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period.

Target

We aim to continuously uphold stringent risk assessments of our products and services. We target 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

In an everchanging economic landscape, upholding integrity and good corporate governance remains an integral facet in establishing a reputed, responsible, transparent, and sustainable organization. Ensuring a fortified corporate governance is pertinent in safeguarding the organization and its stakeholders against unethical corporate behaviours and its affiliated financial and reputational risks.

At AMOS, we maintain our position as a trusted and reliable organization through vigilance on governance compliance, ethical, fraudulent, and corrupt behaviours, ultimately limiting any associated impacts of detriment to our company and stakeholders.

Management Approach

We remain committed to maintain a high standard of corporate governance through the embodiment of honest, accountable, and responsible behaviours at every level of the company. We have chartered internal controls to govern and enforce the highest standards of ethical corporate behaviours to prevent fraudulent acts.

Our Board and Management enforce and promote our whistle-blowing policy to identify and deter any malpractice and wrongdoings through the encouragement of transparency. This is key in solidifying our risk management systems and enhancing our business practices through compliant corporate dealings, which results in the safeguarding of our organizational reputation.

We amplify and ensure our compliance and good corporate governance by conducting yearly internal audits. In the event we identify an incident of non-compliance to our corporate governance policies, we direct this case to our Audit Committee, responsible for investigating and undertaking subsequent necessary actions. We encourage all our employees, suppliers, customers, patrons and other stakeholders to report any cases of malpractice, fraud or other irregularities to our Audit Committee.

GOVERNANCE

The specific objectives of our whistle-blowing 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

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

Over the course of this financial year, we have inculcated anti-corruption and anti-bribery (“ABAC”) behaviours as a cornerstone to our company culture and operational processes. We have established and mandated an ABAC policy for our employees, customers, and suppliers to adhere to. As a company, we maintain zero tolerance to bribery and corrupt behaviours, and expect all our stakeholders to behave in a manner that reflects the highest ethical standards.

Performance

In FY2022, we are pleased to report that there were zero cases of misappropriation.

Target

We aim to maintain zero reportable incidents relating to corruption and bribery in FY2023.

EXTERNAL CERTIFICATIONS AND MEMBERSHIPS

External Certifications

ISO/IEC 17020:2012

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

Memberships

Lifting Equipment Engineers Association (Full member)

GRI STANDARDS CONTENT INDEX

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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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	102-7	Scale of the organization	Refer to annual report
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102-18	Governance structure	7	
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102-40	List of stakeholder groups	7	
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102-47	List of material topics	9	
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102-49	Changes in reporting	No changes	
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102-51	Date of most recent report	2021	

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	103-2	The management approach and its components	10-11
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Waste management

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	12-13
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	17-18
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GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	17
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	20-21
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GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	20-21
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GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	22



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