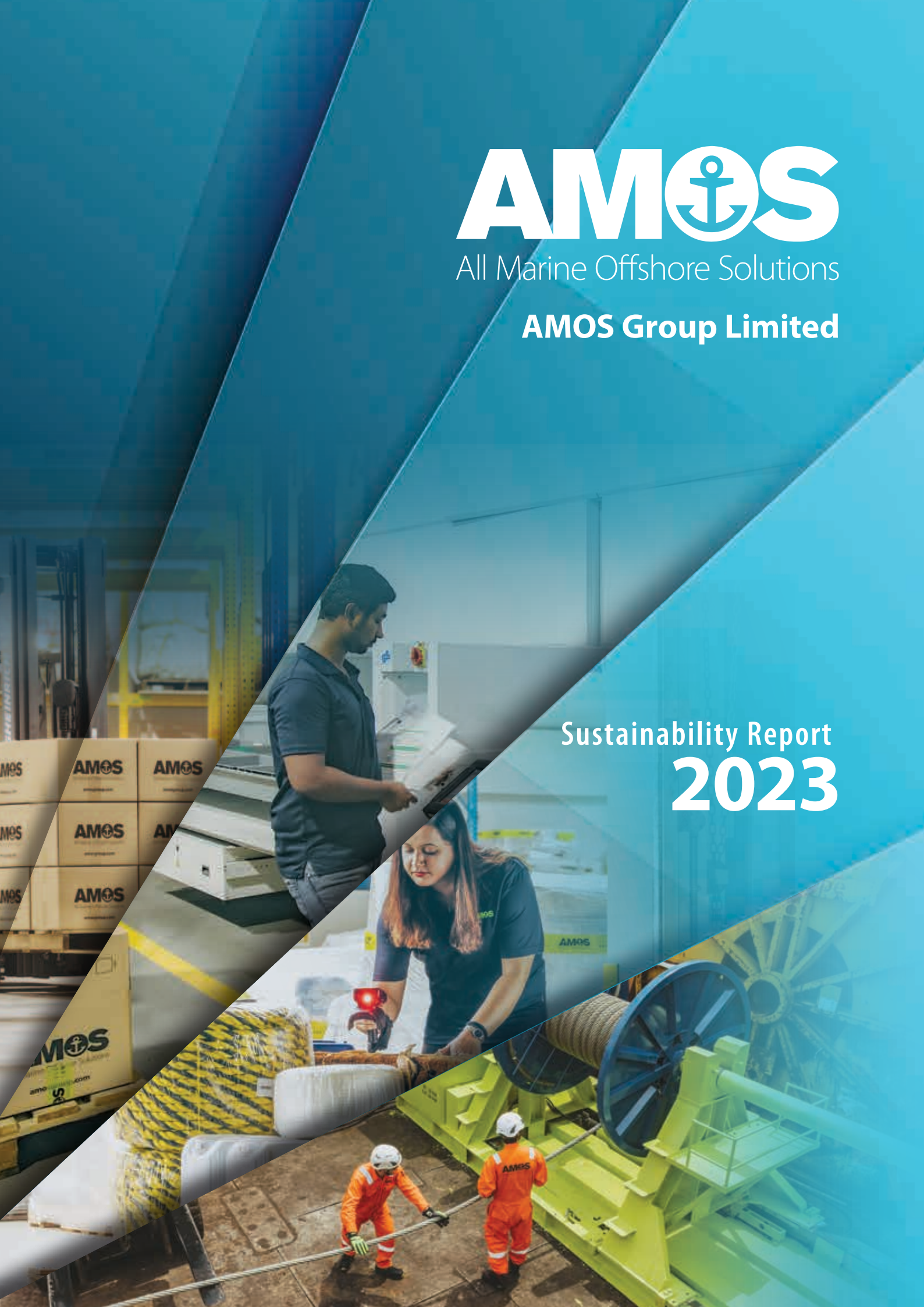


AMOS

All Marine Offshore Solutions

AMOS Group Limited

Sustainability Report
2023



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MESSAGE FROM OUR CHAIRMAN

We are pleased to issue the fifth Sustainability Report ("Report") for AMOS Group Limited ("AMOS"). The Report reflects an overview of our sustainability performance and progress towards our sustainability goals.

Environmental, social and governance considerations have always been at the core of our corporate culture, values, and mission. We recognize the inherent need to integrate sustainable practices throughout our business and operational scopes, and strive to strike a balance between delivering corporate value, advancing our sustainability journey, and upholding responsible business practices that enhance our positive impact on the environment, society, and local communities. As we remain committed to our sustainability strategy and goals, AMOS will continue to monitor, track, and report on our material Economic, Environmental, Social, and Governance ("EESG") topics with a focus on continuous improvement and attention to emerging sustainability trends.

FY2023 saw the rapid disruption of the return to normalcy after the COVID-19 pandemic due to the outbreak of war in Ukraine, resulting in a fresh series of crises in food and energy that had been targeted for resolution for many decades. However, we continue to remain positive and optimistic about regaining our pre-pandemic position despite this hurdle.

AMOS remains fully committed to our sustainability agenda, which remains a top priority for us both now and in the future. As part of our ongoing efforts, we have actively participated in the IMPA Save initiative, pledging to eliminate plastic bottles from our operations. We have successfully introduced the ALCONA Advanced Hydration System, an eight-stage water filtration system that promotes sustainable and responsible consumption.

To further reduce our environmental impact, we have installed solar panels on our rooftops with a capacity of 480,000 kilowatt hours. Additionally, we have implemented electric vehicle (EV) charging stations across our office premises and recently invested in our first electric delivery vehicle, marking a significant step towards climate-friendly mobility through our green fleet. Our commitment to environmental stewardship goes beyond these measures as we continuously seek opportunities to improve energy efficiency and implement waste management initiatives, aiming to minimize our environmental footprint. Collaboration with our partners is crucial in identifying and implementing alternative solutions.

At AMOS, we also play a role in supporting our customers' transformation towards more sustainable operations. Our product offerings include a comprehensive range of essential personal protective equipment (PPE) such as eye wear, ear protection, head/face protection, respiratory and fall protection, catering to various needs. Furthermore, our product line encompasses workwear, daily consumables like cleaning supplies, bedding, and towels, as well as lighting products, all designed to meet the requirements of working in extreme weather conditions.

Through these collective efforts, we strive to contribute to a better and greener future, not only within our organization but also in partnership with our customers. We are dedicated to identifying and implementing sustainable solutions as we work towards a more environmentally conscious and responsible industry.

At AMOS, we prioritize the growth and development of our employees, and we actively invest in their professional advancement. Through our annual performance reviews, we assess individual achievements and identify opportunities for growth. As a result, several staff members have been promoted, acknowledging their dedication and contributions.

To ensure a clear focus on goals and targets, we establish Key Performance Indicators (KPIs) for all employees. This framework provides a structured approach for measuring progress and driving success across the organization.

In FY2023, we successfully hosted large-scale virtual townhall events on September 9th, 2022, and December 9th, 2022. These interactive sessions allowed us to engage with our employees, sharing important updates, fostering open communication, and strengthening our sense of community.

Recognizing the value of continuous learning and professional development, we conduct internal training programs focused on management concepts. These initiatives enable our employees to enhance their skills, broaden their knowledge, and contribute to their career growth.

We prioritize the health and well-being of our employees by offering free basic health screenings. This proactive measure ensures that our workforce has access to essential healthcare services, promoting overall wellness.

MESSAGE FROM OUR CHAIRMAN

In appreciation of our employees' dedication and commitment, we recognize their efforts through hardship allowances. This support is provided to those facing challenging circumstances, aiming to alleviate their financial burdens and provide additional assistance during difficult times.

As part of our commitment to social responsibility, AMOS has donated a truckload of food to Willing Hearts. This esteemed organization tirelessly provides daily meals and support services to vulnerable and marginalized individuals, making a positive impact on their lives.

To enhance work-life balance and better cater to the needs of both the business and our employees, we have implemented a Flexi Work Arrangement. This flexible working arrangement allows our employees to have greater control over their schedules, promoting productivity, and fostering a healthy work environment.

At AMOS, we continuously strive to create a supportive and empowering workplace, where our employees can thrive both professionally and personally.

The Board of Directors and management at AMOS Group Limited remain committed to our sustainability strategy and initiatives in FY2023, aligning with the SGX sustainability reporting guidelines and the GRI Standards, our chosen sustainability framework. Our Board diligently oversees the organization's sustainability performance, initiatives, and aspirations, ensuring strict adherence to all mandatory regulations.

To further enhance our corporate governance, we have implemented an Anti-Corruption and Anti-Bribery (ABAC) policy, which is effectively communicated to all our employees. This policy serves as a vital tool in promoting ethical practices and maintaining a high level of integrity throughout the organization.

As the Board continues to be actively involved and provides oversight on all sustainability matters, we are pleased to report that there were no instances of non-compliance with socio-economic and environmental regulations in FY2023. This achievement reflects our unwavering commitment to responsible business practices and demonstrates our dedication to operating in a sustainable and compliant manner.

We encourage all our stakeholders, esteemed business partners, and valued patrons to actively participate in our collective sustainability journey and endeavors. By joining forces, we can collaboratively enhance the environment, foster economic growth, and contribute positively to society, thereby forging a brighter and more sustainable future. Your engagement and support are instrumental in propelling us towards our shared vision of a better and more sustainable world.



Kyle Arnold Shaw, Jr
Executive Chairman

ABOUT OUR REPORT

Scope and boundary

This Report presents the fifth 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 2022 to 31st March 2023 (“FY2023”).

This sustainability report primarily highlights the operations and initiatives of the Group in Singapore, which constitutes a significant portion of our activities, accounting for over 60% of our operations in FY2023. As Singapore holds significant importance to our business, the material issues and topics described in this report have been carefully selected based on their significance to the Group, considering the sustainability context and stakeholder expectations. The aim is to provide consistent and comparable performance indicators over time.

However, it’s important to note that we recognize the need to broaden the scope of our sustainability report in the future. As we expand our operations to various locations, we intend to include all relevant locations in our reporting. This expansion will enable a comprehensive overview of our sustainability practices across different geographies, reflecting our commitment to transparency and accountability as we grow and diversify our business.

Reporting framework

This report has been prepared in compliance with Singapore Exchange Limited (“SGX-ST”) Listing Rules 711(A) and 711(B). We have chosen to adopt the GRI Standards as our preferred sustainability reporting framework due to its international recognition. The GRI Standards provide a robust structure and guidance for our sustainability journey in addressing to our material topics.

As AMOS does not belong to the TCFD-identified industries prioritized for climate reporting by SGX, we have chosen to adopt an “explain” approach in meeting the requirement to include climate-related disclosures aligned with the recommendations of the Taskforce for Climate-related Financial Disclosures (“TCFD”). While climate-related disclosures are not mandatory for AMOS in our industry, we are committed to establishing a roadmap for aligning with the Task Force on Climate-related Financial Disclosure (“TCFD”) framework. We are currently in the process of developing and considering relevant TCFD climate disclosures, which will be incorporated in future reporting periods. Concurrently, we are implementing robust processes and procedures to identify and assess climate-related risks and opportunities, encompassing both physical and transitional risks as well as opportunities. Furthermore, we will measure and enhance the impact of these climate-related risks and opportunities.

Accessibility

As part of our sustainability efforts, no hard copies of this Sustainability Report will be printed. The electronic version along with updates on our continuing sustainability efforts can be found on <https://www.amosgroup.com/investor>.

Assurance and feedback

We have not sought independent assurance for the information presented in this report. Our sustainability reporting process is subject to review by our internal auditors. The review was conducted in accordance with the International Standards for the Professional Practice of Internal Auditing set by the Institute of Internal Auditors.

We value your input and encourage you to share any feedback on this report by contacting 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.

Table 1: Our Geographic Presence

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

Figure 1: Our Global Footprint



ABOUT AMOS

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.

Figure 2: AMOS Marine Supplies

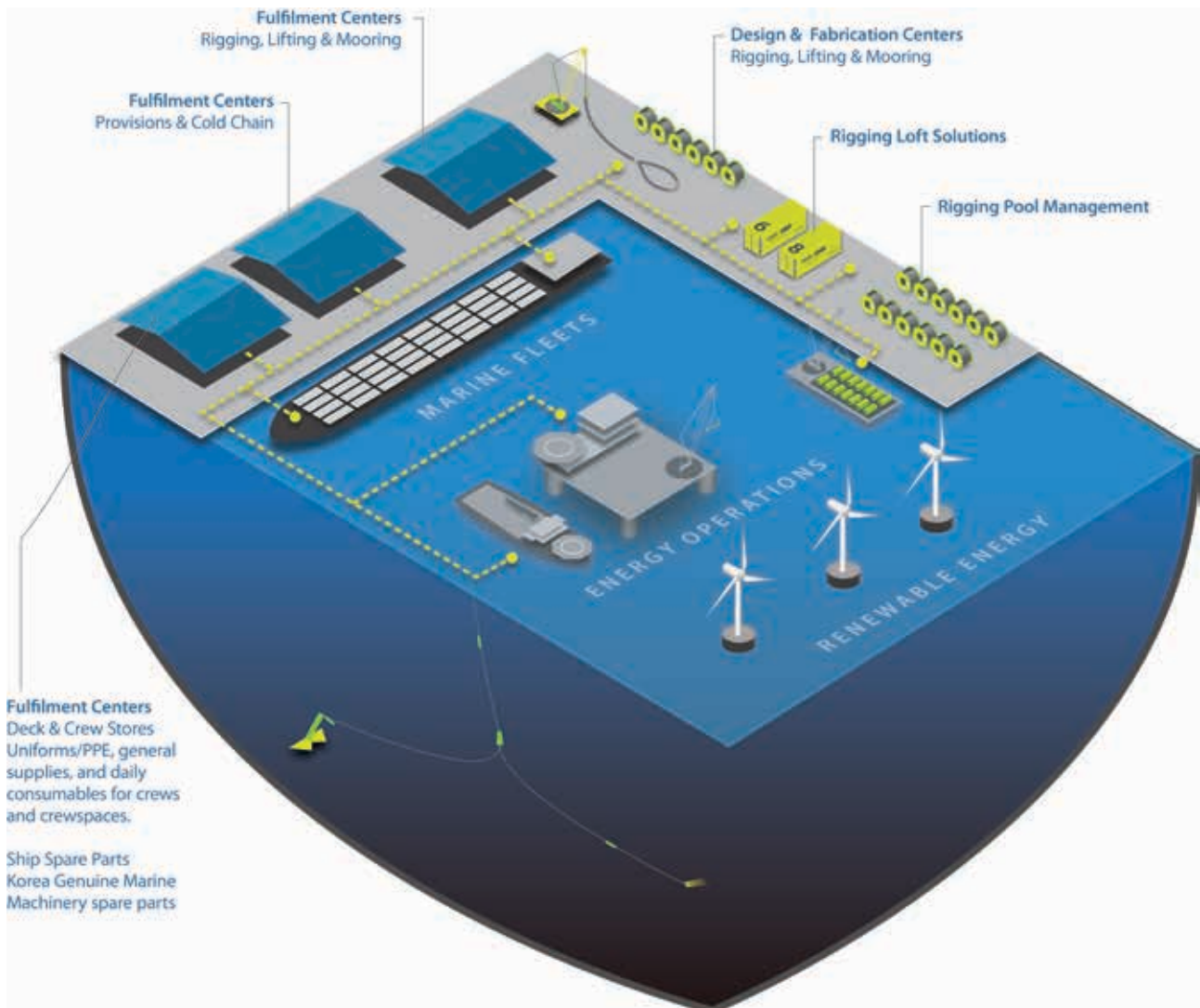


Figure 3: AMOS Energy Supplies



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 organisational 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. During FY2023, the Board has attended the sustainability training courses mandated by SGX to enhance their understanding of industry-leading practices in corporate sustainability reporting. This initiative aimed to ensure that the Board remains well-informed and equipped with the knowledge necessary to drive our organization’s sustainability agenda effectively.

Figure 5: Sustainability Governance Structure



Stakeholder engagement

Stakeholders are defined as individuals or entities who are directly or indirectly affected by our business operations and outcomes, or who possess significant influence over our organization. We place great importance on gathering feedback from our key stakeholder groups as it serves as a crucial foundation for our strategic business plans and sustainability objectives. At AMOS, we consider stakeholder feedback as invaluable perspectives that contribute to the ongoing development of our sustainability journey and reinforce our commitment to it.

Understanding the concerns and expectations of our stakeholders is a fundamental aspect of our sustainability approach. We are dedicated to fostering a mutually beneficial relationship with our stakeholders through consistent engagement via both formal and informal channels. We sustain our stakeholder engagement efforts by actively involving 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 and energy 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. Town hall sessions 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.
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 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.

OUR SUSTAINABILITY APPROACH

Materiality assessment

Conducting a materiality assessment is consequential in establishing a direction for an organisation’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
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

As a global provider of supplies, services, and solutions to major international energy operators and shipping fleets, AMOS recognizes the significant impacts of its activities on the economy, environment, and people, including their human rights. It is crucial to disclose both the actual and potential negative and positive impacts associated with energy and emissions.

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 fulfillment 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 organisational costs resulting in savings and overall improvements in economic performance.

AMOS acknowledges its involvement in negative impacts through its activities and business relationships. Our operations contribute to carbon emissions primarily through the use of diesel in our chartered vessels and vehicle fleet. Furthermore, the consumption of electricity in our office premises, warehouses, and fulfillment center adds to the overall environmental footprint. We recognize the need to address these impacts and work towards minimizing them.

AMOS has established policies and commitments to address the material topic of energy and emissions. We are dedicated to reducing energy consumption and mitigating our carbon footprint. Our overarching goal is to transition to cleaner and renewable energy sources while promoting energy efficiency throughout our operations.

Actions Taken to Manage Impacts

To prevent and mitigate potential negative impacts, AMOS has partnered with Urban Renewables to install solar photovoltaic panels on our headquarters, ensuring a shift towards clean and renewable solar energy. Furthermore, we address actual negative impacts by implementing energy-saving practices, such as motion sensor lights, energy-efficient bulbs, and regular efficiency checks, while promoting employee awareness of energy conservation. Additionally, our commitment to managing potential positive impacts includes transitioning to a greener fleet, including the adoption of an electric vehicle (EV) van, and increasing the use of renewable energy sources through our partnership with Urban Renewables.

Tracking Effectiveness of Actions

AMOS utilizes robust processes to track the effectiveness of our actions, including monitoring energy consumption data, comparing it with historical records, and utilizing key performance indicators such as kWh generated. We have set specific goals and targets to measure progress in managing energy and emissions, aiming to increase the proportion of renewable energy, reduce carbon emissions, and achieve a greener fleet with the introduction of an EV van. Through continuous evaluation, we assess the effectiveness of our actions and track progress toward our goals, incorporating lessons learned into our operational policies and procedures to refine and improve our energy management practices.

Targets

We are currently aiming to implement fuel-efficient driving practices, optimize routes, and ensure proper vehicle maintenance to reduce energy consumption, while also implementing an electric forklift implementation plan to replace existing diesel forklifts in order to reduce greenhouse gas (GHG) emissions.

ENVIRONMENT

Table 3: Performance

Energy use & efficiency	Unit	FY2022 Performance	FY2023 Performance	Our Performance Narrative
Electricity consumption	GJ	5,300.15	4,043.50	We experienced a 23.7% reduction in our electricity consumption as a result of relocating all personnel from Block 1 Level 3 to other existing occupied space.
Diesel consumption	GJ	6,937	10,236.47	Diesel consumption showed a significant increase of 58.9% compared to prior years due to additional parameters for forklift and delivery truck components. We continuously strive to manage our Diesel consumption per vessel to ensure the value does not exceed prior years.
Total Energy Consumption for the year	GJ	12,237.15	14,279.97	
Indirect Scope 2 GHG Emissions ¹	tCO ₂ e	601	456	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 ²	tCO ₂ e	514	759	

(b) Effluent and waste management

At AMOS, we recognize the significance of managing waste effectively due to the nature of our business operations. Our waste generation includes materials such as metal scrap, plastics, paper, and wood. It is important to describe the actual and potential impacts of waste management on the economy, environment, and people, including their human rights. Additionally, we need to report whether our organization is involved in negative impacts through our activities or business relationships, and provide details about those activities or relationships.

The management of waste at AMOS has both negative and positive impacts. Negatively, improper waste disposal can lead to environmental degradation, including land and air pollution. It can also affect the health and well-being of communities. Positively, implementing effective waste reduction measures can contribute to a more sustainable economy, reduce resource consumption, and enhance environmental protection.

AMOS is actively involved in managing waste and addressing negative impacts. We engage an external waste vendor, Teo Bak Soah Trading Co, to handle and dispose of our recyclable waste properly. This partnership ensures that our waste is managed responsibly and reduces the negative impacts associated with improper disposal. Our waste vendor supplies bins for waste segregation, and the collected waste is subsequently sold for recycling purposes.

AMOS adheres to the Group Global Plastic Policy, which focuses on responsible consumption practices through the principles of reduce, reuse, and recycle. This policy guides our approach to waste management across all waste streams and procurement decisions. AMOS is currently in negotiation with major customer with the same commitment to tackle issues on plastic use.

¹ We used the emission factors 0.408 kgCO₂/kWh (2019), for calculation of CO₂ for FY 2022, [Source: <https://www.ema.gov.sg/singapore-energy-statistics/Ch02/index2>]. We used the emission factors 0.405 kgCO₂/kWh (2021), for calculation of CO₂ for FY 2023, [Source: https://www.ema.gov.sg/cmsmedia/Publications_and_Statistics/Statistics/18RSU.pdf].

² We use the emission factors 74,100 kg/TJ, for calculation of CO₂, [Source: https://ghgprotocol.org/calculation-tools#cross_sector_tools_id].

ENVIRONMENT

Actions Taken to Manage Impacts

To prevent and mitigate potential negative impacts, we continuously seek alternative solutions to reduce the amount of plastic used in pallet wrapping. Additionally, we are in discussions with a global container shipping company and a leading dry bulk owner to address plastic-related issues in the maritime sector.

To address actual negative impacts, we enforce the use of recyclable containers for catered food and have implemented a ban on single-use cutlery at our office premises. Moreover, we provided employees with sets of stainless-steel cutlery to further promote sustainable practices.

To manage actual and potential positive impacts, we engage in waste recycling through our partnership with H&S Environment. This collaboration enables us to contribute to a circular economy by recycling materials such as paper and plastics.

Tracking Effectiveness of Actions

At AMOS, we track the effectiveness of our waste management actions through various processes. We set goals, targets, and indicators to evaluate progress. By regularly monitoring and assessing our actions, we measure the effectiveness of our waste reduction initiatives. Lessons learned from these assessments are incorporated into our operational policies and procedures, ensuring continuous improvement.

Table 4: Performance & Target

Waste Type	Disposal Method	Waste Disposal (metric tonnes) in 2022	Waste Disposal (metric tonnes) in 2023	FY2024 Target
Hazardous	Waste disposal collectors	0	0	To maintain generating zero hazardous waste.
Non hazardous	Recycled by waste collector	185.2	470	We target to lower, our waste disposal amount by 50% in FY2024. Furthermore, we target to increase recycling waste.

Targets

At AMOS, our goal is to achieve Zero Environmental Incidents and to comply with the regulations imposed by the NEA (National Environment Agency).

SOCIAL

The foundation of our business lies in our people. We place great emphasis on attracting and retaining talented employees, nurturing their growth and development, prioritizing their well-being, and fostering a culture of diversity and inclusion. These aspects remain fundamental priorities for AMOS. 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.

Table 5: Our employee profile³

	FY2022			FY2023		
	Male	Female	Total	Male	Female	Total
Permanent	124	93	217	100	66	166
Temporary	6	4	10	9	2	11
Total	130	97	227	109	68	177

Employee welfare and talent retention

At AMOS, we recognize the importance of attracting and retaining the right talent to drive successful and sustainable business growth. To achieve this, we employ streamlined and targeted hiring practices, implement effective succession planning, and prioritize employee development. These efforts yield positive impacts on the economy, environment, and people. By fostering a high-morale workforce, we contribute to enhanced economic productivity, promote environmental sustainability through efficient operations, and safeguard the well-being and human rights of our employees.

We take pride in our commitment to talent acquisition and retention strategies that align seamlessly with our overall company goals. To ensure clarity and consistency, we have established a comprehensive employee handbook that serves as a guiding resource for our staff. This handbook covers a wide range of employment policies and practices, including the unified code of conduct, whistleblowing policy, disciplinary actions, payroll, leave, and recruitment matters. We actively communicate these policies through informative sessions and regular email updates. Furthermore, we foster open dialogue and engagement among our employees through townhall events. In FY2023, two large-scale virtual townhall events were held.

AMOS upholds labor laws and fully complies with the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). By adhering to these standards, we demonstrate our dedication to ethical and fair employment practices.

We take great care to ensure that our activities and business relationships do not contribute to any negative impacts related to talent acquisition and retention. Our unwavering commitment to integrity and responsibility safeguards against any adverse effects in this regard.

In our ongoing commitment to employee engagement and corporate social responsibility, AMOS actively participated in a charitable drive during the reporting period. The Company donated a truckload food to Willing Hearts, a well-established charitable organization. Willing Hearts operates a soup kitchen, preparing and distributing daily meals to over 69 locations throughout Singapore, every day of the year. The beneficiaries of these food parcels include vulnerable groups such as the elderly, disabled individuals, low-income families, children from single-parent or economically disadvantaged backgrounds, as well as migrant workers. This initiative reflects our dedication to supporting local communities and addressing the needs of those facing food insecurity.

AMOS strives to create an environment where talent thrives. Our comprehensive employee handbook, effective communication practices, adherence to labor laws, and commitment to the well-being of our employees underscore our dedication to talent acquisition and retention strategies that align with our company goals.

³ We do not have any part time employees. We also do not have any employees to whom collective bargaining agreements apply.

SOCIAL

Actions Taken to Manage Impacts

AMOS has taken several actions to manage impacts on talent acquisition and retention. Firstly, the company has implemented the Promotion Policy, ensured fair evaluations of candidates and reducing mismatches between employees and roles. In addition, to address actual negative impacts, AMOS has extended fair employment activities and provided a one-off Employee Assistance Payment to support eligible employees in finding alternative employment. Moreover, AMOS has managed potential positive impacts by offering employee benefits such as medical insurance, free basic health screenings, flexible working arrangements, and token festive monies. Furthermore, the development of the job grading & Career progressing chart contributes to the company's comprehensive approach to talent management and aligns with its commitment to fair evaluations and career advancement.

Tracking Effectiveness of Actions Taken

The company regularly monitors employee engagement and well-being through consultations and feedback sessions, conducts annual performance reviews, sets Key Performance Indicators (KPIs) for all employees to assess their impact on employee development and succession planning, tracks progress in career development plans and succession planning, gathers feedback from staff consultations and reviews on employee well-being, and incorporates feedback and insights from stakeholders into the employee handbook and operational practices.

Performance

Table 6: Employee New Hire & Turnover by Age

	FY2022				FY2023			
	New Hire		Turnover		New Hire ⁴		Turnover ⁵	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Less than 30	5	38	3	18	7	10	27	22
Between 30 and 50	7	54	14	82	61	89	78	63
Over 50	1	8	0	0	1	1	18	15
Total	13	100	17	100	69	100	123	100

Table 7: Employee New Hire & Turnover by Gender

	FY2022				FY2023			
	New Hire		Turnover		New Hire		Turnover	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Male	5	38	9	53	46	67	63	51
Female	8	62	8	47	23	33	60	49
Total	13	100	17	100	69	100	123	100

Target

In FY2024, we aim to improve the quality of free lunch provided and to incorporate related health-focused initiatives to create a supportive environment for our employees.

⁴ New Hire Rate = number of new hires/employees at end of FY2023

⁵ Turnover Rate = number of departures/(employees at start of FY2023 + employees at end of FY2023)/2)

SOCIAL

Training and development

Training and development opportunities are essential to AMOS as they have significant impacts on the economy, environment, and people, including their human rights. Through our training programs, we aim to positively influence the economy by enhancing the competency levels of our workforce, resulting in improved quality of operations. Additionally, by providing training that reinforces safety standards and promotes employee engagement and fulfillment, we contribute to a safer and more supportive work environment.

Training and development opportunities at AMOS have both actual and potential positive impacts on the economy, environment, and people. Enhanced employee competency resulting from training programs improves the quality of operations, leading to increased operational efficiency and productivity. This, in turn, can contribute to economic growth and competitiveness. While there may be negative impacts associated with resource consumption and waste generation during training programs, AMOS takes measures to prevent or mitigate these impacts. For instance, the use of digital learning platforms and virtual training reduces energy consumption and material waste, contributing to environmental sustainability.

Training and development programs at AMOS promote employee engagement, commitment, and fulfillment, leading to increased job satisfaction and motivation. These positive impacts positively affect the overall work environment and contribute to human rights by providing equal opportunities for career development and maximizing the potential of a diverse workforce. AMOS has established policies and commitments regarding training and development to ensure responsible practices. These include:

- Optimizing resource utilization and promoting sustainable training practices.
- Providing equal opportunities for career development and maximizing the potential of the diverse workforce.

Actions Taken to Manage Impacts

AMOS has implemented various actions to manage the material topic of training and development, including:

- Preventive and mitigative measures: Prioritizing efficient resource utilization during training sessions, encouraging digital learning platforms, and utilizing virtual training to minimize environmental impacts.
- Addressing actual negative impacts: Implementing waste management systems for proper handling and disposal of training-related waste, and cooperating in remediation efforts through partnerships with waste management companies.
- Managing positive impacts: Continuously monitoring and evaluating the effectiveness of training programs to maximize positive impacts on employee performance, job satisfaction, and career development.
- Providing feedback channels and opportunities for employees to contribute to program improvements.

Tracking Effectiveness of Actions

AMOS tracks the effectiveness of its actions through the following processes:

- Internal monitoring and reporting: Systems are in place to track resource consumption, waste generation, and training program outcomes, which are regularly reviewed and analyzed.
- Goals, targets, and indicators: Specific goals and targets related to resource efficiency, waste reduction, and employee performance are set, and key performance indicators (KPIs) are used to measure progress.
- Effectiveness and progress assessment: Regular assessments are conducted to evaluate the effectiveness of actions in achieving desired outcomes, measuring progress toward goals and targets, and identifying areas for improvement.
- Lessons learned and incorporation: AMOS actively incorporates lessons learned from monitoring and assessment processes into operational policies and procedures to drive continuous improvement.

SOCIAL

Performance

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

	FY2022		FY2023	
	Total Number	Average Training Hours	Total Number	Average Training Hours
Male	130	2.09	238.5	2.36
Female	97	0.16	170	2.58
Total	227	2.25	408.5	2.45

Target

The primary focus at this point in time is on mandatory training but our future aspirations entail expanding the scope of training and development goals to encompass non-mandatory courses aligned with business needs and individual staff development plans.

Occupational Health and Safety

AMOS recognizes that effective health and safety management has both actual and potential positive impacts on the economy, environment, and people. These impacts include:

- Economy**

Maintaining robust health and safety practices contributes to the overall productivity and efficiency of operations, minimizing disruptions, accidents, and associated costs. It helps protect the well-being of employees, reducing absenteeism and turnover, thus enhancing operational stability.
- Environment**

By implementing effective health and safety measures, AMOS aims to prevent accidents and incidents that may lead to environmental harm, such as pollution or resource depletion. The company is committed to complying with relevant environmental regulations and promoting sustainable practices in its operations.
- People and Human Rights**

AMOS places a strong emphasis on safeguarding the well-being and human rights of its employees and stakeholders. Through its health and safety policies, the company ensures a safe working environment that respects individuals' rights to life, security, and dignity.

AMOS acknowledges that negative impacts can arise from its activities or as a result of its business relationships. The company actively assesses and manages these impacts, considering the following:

- Activities**

AMOS is involved in activities that may pose health and safety risks to its employees, contractors, and other stakeholders. It is committed to addressing these risks and continuously improving its health and safety performance.
- Business Relationships**

AMOS maintains business relationships with suppliers, contractors, and other stakeholders. The company expects these entities to adhere to its health and safety standards and guidelines. Collaboration with suppliers and contractors is crucial to ensuring their compliance and mitigating potential negative impacts.

SOCIAL

AMOS has established policies and commitments to effectively manage health and safety:

- Health and Safety Governance

The Quality, Health, Security, Safety, Environment (QHSSE) department oversees health and safety directives, performance, and compliance throughout the organization. It collaborates with other departments and regularly holds committee meetings to address safety performance and ensure employee feedback is addressed.

- Compliance to Policies:

AMOS maintains compliance with the Global Group Health Safety Security and Environment Policy Statement, which sets the framework for health and safety practices across the organization.

Actions Taken to Manage Impacts

Occupational health and safety (H&S) at AMOS is overseen by our well-established Quality, Health, Security, Safety, Environment (“QHSSE”) department. The QHSSE 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 QHSSE department also works to maintain organizational compliance to the our Global Group Health Safety Security and Environment Policy Statement.

AMOS continuously strives to enhance health and safety practices to maximize the positive impacts on employee well-being, productivity, and operational stability.

Tracking Effectiveness of Actions

AMOS tracks the effectiveness of its health and safety actions through monitoring and evaluation processes, which include the QHSSE department’s monitoring of performance, incident recording, and regular assessments, setting goals, targets, and indicators, evaluating progress, and incorporating lessons learned from these processes into operational policies and procedures to achieve continuous improvement in health and safety practices.

SOCIAL

Performance

Table 9: Work-related injuries data

	FY2022		FY2023	
	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	Nil	Nil
Number of Hours Worked	520,097	Nil	317,308	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 (%) ⁶	1.15	Nil	0%	Nil

Table 10: Work-related injuries in FY2023

Date of incident	Entity	Classification	Preventive Action
NIL	NIL	NIL	NIL

Target

The new targets for occupational health and safety in FY2024 include achieving zero fatalities, zero recordable incidents, and zero attrition or resignations resulting from work-related stress or burnout.

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.

⁶ Recordable work-related injury rate = (Number of recordable work-related injury x 200,000)/Number of hours worked.

GOVERNANCE

(a) Responsible supply chain management

AMOS recognizes the paramount importance of its supply chain in achieving business successes and therefore places utmost emphasis on stringent management to ensure a responsible supply chain. Operating through various parties predominantly located overseas, our supply chain encompasses marine suppliers providing technical supplies such as steel valves and personal protective equipment (PPE), as well as general supplies including frozen food and water. Additionally, within our energy segment, we procure rigging equipment, systems, and other consumables.

While acknowledging the significance of supplier engagement in our sustainability performance and reputation, we ensure that they adhere to high standards of product quality, health, and safety, thereby enhancing the quality of services and products offered to our customers.

In line with our management approach, AMOS maintains close relationships with suppliers and strategic partners to enforce commitment to high quality and safety standards. By engaging responsible manufacturers, we sustain our reputational advantage and customer loyalty, ensuring transparent procurement processes, efficient turn-around times, and limited waste generation.

To effectively manage our supply chain, we have established a Procurement and Supplier Management Policy, which involves disseminating a Supplier Questionnaire Form to all engaged suppliers. This facilitates robust governance and enforces stringent coherence to ensure sustainable procurement processes. The Supplier Questionnaire Form aids in assessing and evaluating the risks associated with our suppliers' quality, health and safety, environmental, and social processes. Through this risk assessment, we successfully identify potential areas for improvement across our engaged suppliers, which are then addressed through a Supplier Improvement Action Plan arranged by our QHSSE Department.

As a fundamental process before engaging a new supplier, we conduct a pre-qualification assessment in line with our Know Your Supplier (KYS) policy. By requiring vendor applicants to complete a checklist, we thoroughly assess quality considerations, supplier compliance with social and environmental regulations, and their health and safety management systems. This process culminates in the identification of selected vendors for inclusion in our Approved Vendor List (AVL). For high-risk suppliers, we conduct periodic audits and checks to ensure a responsible and transparent supply chain. At AMOS, we actively promote supply chain visibility for our customers through our established database, making relevant material certifications and test reports readily available, thereby contributing to the Inventory of Hazardous Material (IHM).

Continuously reviewing our supplier base and refining our supply chain, we strive to ensure its resilience against adverse situations.

In FY2023, we engaged 166 new suppliers and approximately 47% of new suppliers have been screened with environmental and social criteria. The Group has implemented the vendor assessment and selection criteria to mitigate and prevent negative impacts resulting from our supply chain.

We are pleased to report zero incidences of non-compliance with regards to supplier environmental and social criteria in FY2023.

Target

We strive to continuously achieve zero incidences of non-compliance concerning environmental and social criteria in the upcoming year and we aim to screen all suppliers with ESG criteria and work is underway for all new suppliers to undergo ESG criteria screening, while existing suppliers will be screened as feasible (e.g., during contract renewal).

(b) Product Quality and Reliability

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.

GOVERNANCE

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 organisational processes and offerings responsibly.

We have a robust quality management system that is based on well-established international standards. The majority of our operations are certified to ISO 9001 Quality Management Systems or the equivalent. In addition, all our operations abide by the requirements of their industry regulatory bodies. We actively work with our suppliers and collaborators to ensure the quality of bought-in parts and services. By regularly seeking feedback from our customers, we are able to strengthen our offerings.

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.

Our product range includes Alcona Advanced Hydration System ("AHS"), a sustainable solution that has gained immense popularity among our esteemed customers, leading to its widespread adoption across hundreds of vessels in our customer base. The Alcona Advanced Hydration System has made a significant impact in reducing plastic waste. At the core of the Alcona Advanced Hydration System is its unique 8-stage filtration system, meticulously designed to ensure the utmost quality and taste of drinking water.

By offering the Alcona Advanced Hydration System, we are committed to providing our customers with a sustainable solution that aligns with their environmental goals while prioritizing the delivery of high-quality drinking water. As the demand for this system continues to grow, we remain dedicated to supporting our customers and helping them navigate the challenges of maintaining healthy water standards on their vessels. Together with our valued customers, we are making strides towards a greener future, reducing plastic waste, and ensuring the provision of safe and refreshing drinking water aboard vessels.

In FY2023, 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

Good governance refers to having the appropriate people, policies and processes to manage the business and affairs of the company to enhance long-term stakeholder value whilst upholding high standards of compliance and ethical business practices. As a company listed in Singapore, we are bound by SGX listing rules and practice guides, and we comply with all the requirements stipulated in Singapore's Code of Corporate Governance (2018).

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 organisational reputation. We do not tolerate fraud, bribery, corruption and misconduct in all our business units globally, and throughout our supply chain. We are determined to foster and maintain an environment where anyone can report any wrongdoing, in good faith, without the fear of retaliation.

GOVERNANCE

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.

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.

Our Code of Business Conduct forms the foundation of the Group's commitment to ethical business conduct and regulatory compliance. The code comprises of Human Rights and Labour Practices Policy, Anti-Bribery and Anti-Corruption Policy, Conflict of Interest Policy, Confidentiality Policy, Whistle Blowing Policy, Child Labour Policy and Harassment & Discrimination Policy. This comprehensive code provides guidance to our staff and business partners, enabling them to make business decisions in alignment with AMOS' values and uphold the highest ethical standards. By adhering to this code, we mitigate business risks, foster trust, and cultivate positive relationships with all our associates, colleagues, and partners.

In FY2023, 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 FY2024.

MEMBERSHIPS AND EXTERNAL CERTIFICATIONS

Membership in relevant industry and trade associations holds significant importance for AMOS. It ensures that we remain up-to-date with industry advancements, facilitates networking and communication with fellow professionals, enhances our visibility, and aligns us with reputable industry organizations. Consequently, several entities within our Group maintain memberships with the following associations:

- Singapore Association of Ship Suppliers and Services
- International Marine Procurement Association
- Lifting Equipment Engineers Association (Full member)
- International Marine Contractors Association
- Singapore Logistics Association



GRI CONTENT INDEX

Statement of use	AMOS Group Limited has reported the information cited in this GRI content index for the period 1 April 2022 to 31 March 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE NO.
GRI 2: General Disclosures 2021	2-1 Organizational details	1-4
	2-2 Entities included in the organization’s sustainability reporting	3-4
	2-3 Reporting period, frequency and contact point	3
	2-4 Restatements of information	NIL
	2-5 External assurance	3
	2-6 Activities, value chain and other business relationships	5-6
	2-7 Employees	13
	2-8 Workers who are not employees	NIL
	2-9 Governance structure and composition	7
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report in Annual Report 2023
	2-11 Chair of the highest governance body	Corporate Governance Report in Annual Report 2023
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Report in Annual Report 2023
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Report in Annual Report 2023
	2-14 Role of the highest governance body in sustainability reporting	7
	2-15 Conflicts of interest	Corporate Governance Report in Annual Report 2023
	2-16 Communication of critical concerns	Corporate Governance Report in Annual Report 2023
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report in Annual Report 2023

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NO.
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report in Annual Report 2023
	2-19 Remuneration policies	Corporate Governance Report in Annual Report 2023
	2-20 Process to determine remuneration	Corporate Governance Report in Annual Report 2023
	2-21 Annual total compensation ratio	Corporate Governance Report in Annual Report 2023
	2-22 Statement on sustainable development strategy	1-2
	2-23 Policy commitments	20-21
	2-24 Embedding policy commitments	20-21
	2-25 Processes to remediate negative impacts	7
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Report in Annual Report 2023
	2-27 Compliance with laws and regulations	20-21
	2-28 Membership associations	22
	2-29 Approach to stakeholder engagement	8
	2-30 Collective bargaining agreements	Not applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	9
	3-2 List of material topics	9
Energy Consumption		
GRI 302: Energy 2016	3-3 Management of material topics	10
	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 306: Waste 2020	3-3 Management of material topics	11
	306-2 Management of significant waste-related impacts	12

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NO.
Employment		
GRI 401: Employment 2016	3-3 Management of material topics	13-14
	401-1 New employee hires and employee turnover	14
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	14
Human Capital Development		
GRI 404: Training and Education 2016	3-3 Management of material topics	15
	404-1 Average hours of training per year per employee	16
	404-2 Programs for upgrading employee skills and transition assistance programs	15-16
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	16-17
	403-9 Work-related injuries	18
Supply Chain Management		
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	19
	308-1 New suppliers that were screened using environmental criteria	19
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	19
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	19-20
Ethical Business		
GRI 205: Anti-corruption 2016	3-3 Management of material topics	20-21
	205-3 Confirmed incidents of corruption and actions taken	21



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