

Sustainability Report

2024

For the period covering 01 Jan 2024 - 31 Dec 2024



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CEO Statement

Sustainability isn't just part of our business, it's central to who we are.

As Singapore Green Building Council (SGBC) members and ISO 14001:2015 certified companies, we are committed to delivering innovative building solutions that minimise environmental impact across all four of our organisations.

Our SGBC-certified firestop products demonstrate this commitment in action, advancing green building practices while creating safer environments. We have strengthened our accountability through comprehensive ESG reporting via ESGpedia, ensuring transparency in every aspect of our sustainability journey.

Our mission is clear: Partner with clients and communities to lead sustainable practices in the built environment, creating solutions that serve today's needs while building a greener, safer, and more resilient tomorrow.

Kim Yeo

Chief Executive Officer
Two Nine Six O Trading | ZGG | IXON |
Handy Hardware and Trading

About this Report

This report covers Ixon International Pte Ltd, Handy Hardware and Trading Pte Ltd, ZGG Pte Ltd, and Two Nine Six O Trading Pte Ltd's sustainability performance from **01 Jan 2024 to 31 Dec 2024.**

Reporting Frameworks

(GRI 2-3)



The report was meticulously crafted with reference to the Global Reporting Initiative (GRI) standard, ensuring comprehensive coverage and alignment with internationally recognised sustainability reporting practices.



GREENHOUSE
GAS PROTOCOL

Our carbon accounting processes is aligned with the GHG Protocol methodology, ensuring a comprehensive, transparent, and standardized disclosure of our environmental impact. Carbon emissions were calculated on ESGpedia, an ESG software used for Environmental, Social, and Governance reporting.

External Assurance

(GRI 2-5)

No external assurance was conducted for this sustainability report.

Feedback

We welcome feedback from our stakeholders to help us further our sustainability journey. Or, if you would like to learn more about our ESG initiatives, please contact:

TWO NINE SIX O TRADING PTE. LTD.

 Contact: contact@t2960.com.sg

 Address: 21 Tuas West Ave, Singapore 638435

About the Companies

The data presented in this report encompasses the following four companies:

1. Ixon International Pte Ltd
2. Handy Hardware and Trading Pte Ltd
3. ZGG Pte Ltd
4. Two Nine Six O Trading Pte Ltd

These entities are owned by common shareholders and operate under the same Chief Executive Officer.

1. Ixon International Pte Ltd

Ixon International Pte Ltd is a Singapore-based company specialising in the manufacturing and wholesale of petrochemical products. Since 1997, we have been committed to delivering high-quality chemical solutions to our clients, backed by strong industry expertise and a focus on reliability and innovation.

2. Handy Hardware and Trading Pte Ltd

Handy Hardware and Trading Pte Ltd supplies high-quality tools, hardware, and industrial products to sectors like construction, marine, and manufacturing. We focus on reliability, competitive pricing, and excellent customer service.

3. ZGG Pte Ltd

ZGG Pte Ltd is a Singapore-based construction solutions provider specialising in general construction works, building diagnostics, fire prevention and protection systems, insulation systems, movement joint systems, and specialty coating systems.

4. Two Nine Six O Trading Pte Ltd

Two Nine Six O Trading Pte Ltd is a trusted supplier of advanced building materials, specialising in sealants, firestop systems, and joint solutions that deliver both safety and durability. With decades of experience serving Singapore's construction and engineering sectors, we are committed to innovation, reliability, and long-term value creation for our clients.

Location of operations

Headquarters

Regional presence in:



Singapore



China



Malaysia



Indonesia



Vietnam

This report specifically addresses the operations conducted in Singapore due to limited data availability in other countries. We are actively working to improve data collection across all locations to enhance future reporting coverage.

Certificates

Ixon International Pte Ltd

 <p>TRANSAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p> <p>Certificate of Registration This is to certify that Quality Management System of IXON INTERNATIONAL PTE LTD (21 Tuen Wei Avenue, Singapore 430781)</p> <p>Complies with the requirements of ISO 9001:2015</p> <p>This certificate is valid concerning all activities related to: Trading of Industrial Chemicals and Supply of Primary Products (Steel Construction Materials & Industrial Chemicals)</p> <p>Certificate No.: QSA/192 Date of this Certificate: 02 October 2024 Date of next Registration: 02 December 2026 Next Audit Due Date: 02 December 2025</p> <p>IAF TRANSAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p>	 <p>TRANSAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p> <p>Certificate of Registration This is to certify that Environmental Management System of IXON INTERNATIONAL PTE LTD (21 Tuen Wei Avenue, Singapore 430781)</p> <p>Complies with the requirements of ISO 14001:2015</p> <p>This certificate is valid concerning all activities related to: Trading of Industrial Chemicals and Supply of Primary Products (Steel Construction Materials & Industrial Chemicals)</p> <p>Certificate No.: EMS/05384 Date of this Certificate: 02 October 2024 Date of next Registration: 02 December 2026 Next Audit Due Date: 02 December 2025</p> <p>IAF TRANSAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p>
ISO 9001:2015	ISO 14001:2015
 <p>TRANSAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p> <p>Certificate of Registration This is to certify that Occupational Health and Safety Management System of IXON INTERNATIONAL PTE LTD (21 Tuen Wei Avenue, Singapore 430781)</p> <p>Complies with the requirements of ISO 45001:2018</p> <p>This certificate is valid concerning all activities related to: Trading of Industrial Chemicals and Supply of Primary Products (Steel Construction Materials & Industrial Chemicals)</p> <p>Certificate No.: OHS/05385 Date of this Certificate: 02 October 2024 Date of next Registration: 11 December 2026 Next Audit Due Date: 11 December 2025</p> <p>IAF TRANSAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p>	 <p>Workplace Safety and Health Council</p> <p>bizSAFE CERTIFICATE</p> <p>The Workplace Safety and Health Council is pleased to certify that</p> <p>IXON INTERNATIONAL PTE LTD has fulfilled the requirements to attain bizSAFE Level 3</p> <p>This certificate is valid till 09/06/2026</p> <p><i>Christopher Koh</i> Christopher Koh General Manager Workplace Safety and Health Council</p> <p>Certificate No.: E20240</p>
ISO 45001:2018	bizSafe Star

Ixon International places strong emphasis on building a safe, efficient, and environmentally responsible workplace. Our operations are supported by globally recognised certifications which serve as the foundation for our quality, safety, and environmental management systems.

Under ISO 45001, we take a proactive approach to occupational health and safety, integrating risk controls and well-being initiatives into our daily operations. Our ISO 14001 practices focus on reducing environmental impact through smarter resource use, cleaner processes, and continuous improvement. These systems help us stay accountable, resilient, and aligned with our long-term sustainability goals.

Certificates

ZGG Pte Ltd

	
<p>ISO 9001:2015</p>	<p>ISO 14001:2015</p>
	
<p>ISO 45001:2018</p>	<p>bizSafe Star</p>

ZGG Pte Ltd's operations are guided by internationally recognised management systems: ISO 9001 (Quality Management), ISO 45001 (Occupational Health & Safety), and ISO 14001 (Environmental Management). These certifications reflect our strong commitment to delivering high-quality, safe, and environmentally responsible solutions to our clients.

Through our ISO 45001 framework, we actively promote worker health, safety, and well-being, minimising risks and fostering a culture of care. In line with ISO 14001, we implement eco-conscious practices such as responsible material usage, waste minimization, and energy efficiency to reduce environmental

Certificates

Two Nine Six O Trading Pte Ltd

 <p>TRANSNAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p> <p>Certificate of Registration This is to certify that Quality Management System of TWO NINE SIX O TRADING PTE LTD 21 Tanjong Pagar Road, Singapore 068936 Complies with the total requirements of ISO 9001:2015 This certificate is valid concerning all activities related to: Trading and Distribution of Fire Stop Materials, Spray-on Sealants and Intumescent Products. Certification No. 2024/0001 Date of this Certificate: 10 October 2024 Valid until: 29 November 2026 Next Audit Due Date: 29 November 2025</p>	 <p>TRANSNAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p> <p>Certificate of Registration This is to certify that Environmental Management System of TWO NINE SIX O TRADING PTE LTD 21 Tanjong Pagar Road, Singapore 068936 Complies with the total requirements of ISO 14001:2015 This certificate is valid concerning all activities related to: Trading and Distribution of Fire Stop Materials, Spray-on Sealants and Intumescent Products. Certification No. 2024/0002 Date of this Certificate: 10 October 2024 Valid until: 29 November 2026 Next Audit Due Date: 29 November 2025</p>	 <p>TRANSNAPACIFIC CERTIFICATIONS (SINGAPORE) PTE LTD</p> <p>Certificate of Registration This is to certify that Occupational Health and Safety Management System of TWO NINE SIX O TRADING PTE LTD 21 Tanjong Pagar Road, Singapore 068936 Complies with the total requirements of ISO 45001:2018 This certificate is valid concerning all activities related to: Trading and Distribution of Fire Stop Materials, Spray-on Sealants and Intumescent Products. Certification No. 2024/0003 Date of this Certificate: 10 October 2024 Valid until: 29 November 2026 Next Audit Due Date: 29 November 2025</p>
ISO 9001:2015	ISO 14001:2015	ISO 45001:2018

 <p>Singtel</p> <p>SILVER</p> <p>This is to certify that TWO NINE SIX O Trading Pte Ltd Has met the Singtel's Workplace Safety & Health Safe Contractor Accreditation requirements and is presented with the Silver Award.</p>	 <p>bizSAFE STAR CERTIFICATE</p> <p>The Workplace Safety and Health Council is pleased to certify that TWO NINE SIX O TRADING PTE LTD has fulfilled the requirements to attain bizSAFE Level Star. This certificate is valid till 21/01/2027.</p> <p><i>Christopher Koh</i> General Manager Workplace Safety and Health Council</p>
Singtel's Workplace Safety & Health Safe Contractor Silver Award	bizSafe Star

Sustainability is at the heart of our operations. We are a proud member of the Singapore Green Building Council (SGBC) and hold the ISO 14001:2015 Environmental Management System certification, reflecting our structured commitment to reducing environmental impact.

Several of our STI Firestop products, including elastomeric sprays, intumescent sealants, and firestop mortars, carry SGBC product certifications. These green labels affirm our products' low environmental impact and their contribution to safer, sustainable building environments.

Memberships

We are active members of various notable organisations that contribute significantly towards sustainability initiatives:

Two Nine Six O Trading Pte Ltd

The Singapore Green Building Council

The Singapore Green Building Council (SGBC) was officially launched on 28 October 2009 as the only non-profit organisation with a concerted private-public sector partnership to achieve a world-class and sustainable built-environment in Singapore. Our key role is to advocate green building design, practices and technologies and drive environmental sustainability in the building and construction industry.



Singapore Manufacturing Federation

The Singapore Manufacturing Federation (SMF) is the nation's largest organisation representing manufacturing and related industries since 1932. With around 5,000 member companies, SMF supports SMEs, MNCs, and affiliates across 10 industry groups.



Ixon International Pte Ltd

The Singapore Business Federation

The Singapore Business Federation (SBF) is the apex business chamber championing the interests of the Singapore business community in the areas of trade, investment and industrial relations. It represents more than 32,000 companies, as well as key local and foreign business chambers.



Material Topics

Material Topics Overview

Identifying material topics is a critical step in ensuring our sustainability reporting reflects the most important environmental, social, and governance issues affecting both our business and stakeholders. For this inaugural ESG report, **Ixon International Pte Ltd, Handy Hardware and Trading Pte Ltd, ZGG Pte Ltd, and Two Nine Six O Trading Pte Ltd** conducted an internal materiality assessment involving key departments and leadership teams to determine the issues most relevant to our operations. As we continue to mature in our ESG journey, we intend to expand this process to include external stakeholders, enabling us to capture a more holistic and balanced perspective in future assessments.

Methodology and Standards

We aligned our materiality assessment with reference to the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) guidelines, which helped us identify the most material topics relevant to our industry. We also identified commonly disclosed topics in sustainability reports published by companies in the same industry.

- Anti-corruption (GRI 205)
- Energy (GRI 302)
- Water and Effluents (GRI 303)
- Emissions (GRI 305)
- Employment (GRI 401)
- Occupational Health & Safety (GRI 403)
- Training and Education (GRI 404)
- Diversity & Equal Opportunity (GRI 405)
- Child labour (GRI 408)
- Forced or Compulsory Labour (GRI 409)

Key Metrics

Environmental

FY 2024 Progress

Total Electricity Consumption

192,323.88 kWh

Total absolute GHG emissions of
Scope 1 and Scope 2

200.879 tCO₂e

Total Water Consumption

664.55 m³

Social

FY 2024 Progress

Ratio of male
to female employees: **4 : 1***

Ratio of young to
older employees**: **5 : 1**

Governance

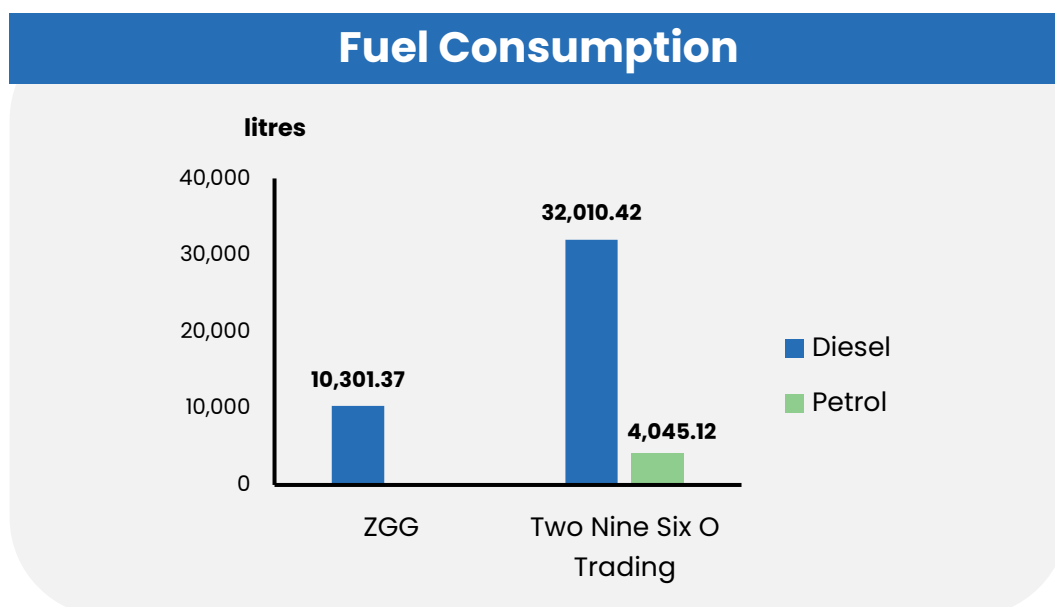
FY 2024 Progress

24/7 access to whistleblowing
channel to every employee

0 incident relating to
corruption and/or bribery

Environmental Metrics

GHG Emissions (Breakdown of Scope 1 Emissions)



Diesel Consumption by Company:

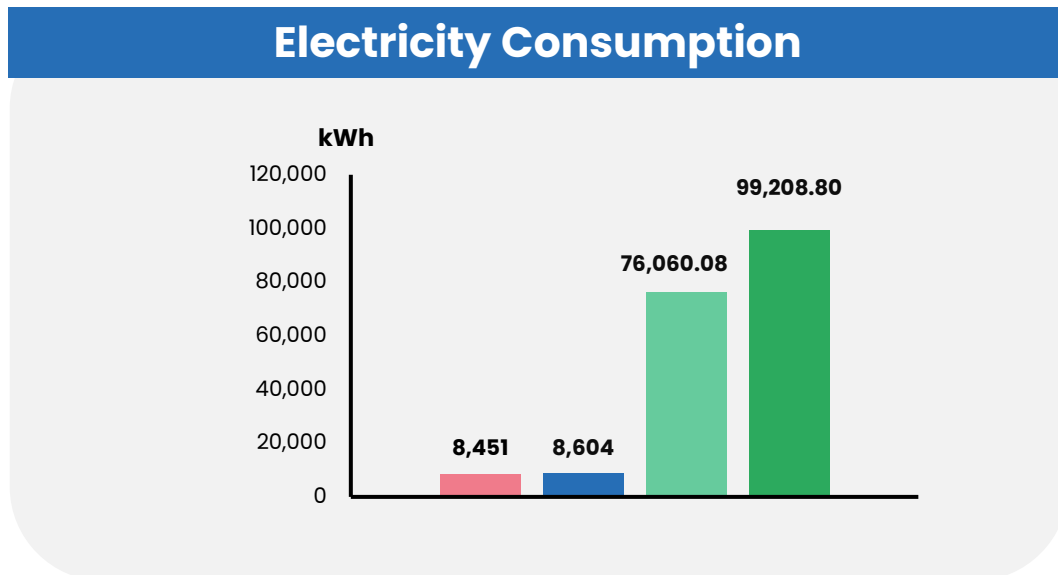
Companies	Datapoints	Units	Alignment to standards
Ixon International Pte Ltd	0	litres	GRI 302-1
Handy Hardware and Trading Pte Ltd	0		
ZGG Pte Ltd	10,301.37		
Two Nine Six O Trading Pte Ltd	32,010.42		
Total	42,311.79		

Petrol Consumption by Company:

Companies	Datapoints	Units	Alignment to standards
Ixon International Pte Ltd	0	litres	GRI 302-1
Handy Hardware and Trading Pte Ltd	0		
ZGG Pte Ltd	0		
Two Nine Six O Trading Pte Ltd	4,045.12		
Total	4,045.12		

Environmental Metrics

GHG Emissions (Breakdown of Scope 2 Emissions)



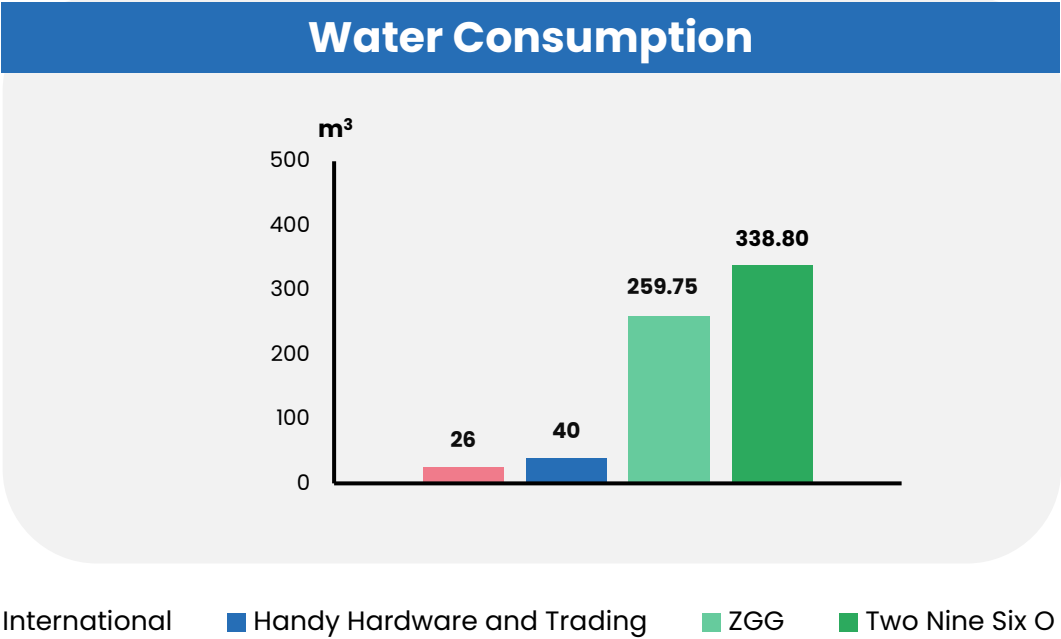
■ Ixon International ■ Handy Hardware and Trading ■ ZGG ■ Two Nine Six O Trading

Electricity Consumption by Company:

Companies	Datapoint	Units	Alignment to standards
Ixon International Pte Ltd	8,451	kWh	GRI 302-1
Handy Hardware and Trading Pte Ltd	8,604		
ZGG Pte Ltd	76,060.08		
Two Nine Six O Trading Pte Ltd	99,208.80		
Total	192,323.88		

Environmental Metrices

GHG Emissions (Breakdown of Scope 3 Emissions)



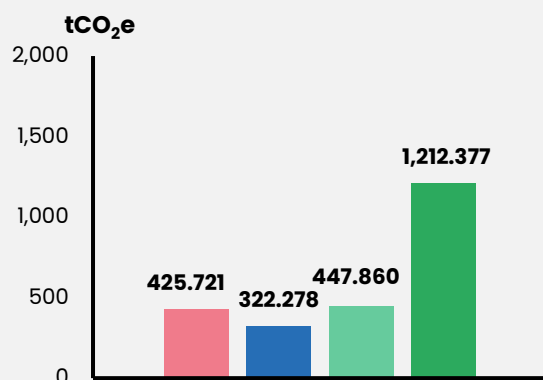
Water Consumption by Company:

Companies	Datapoint	Units	Alignment to standards
Ixon International Pte Ltd	26	m³	GRI 303-5
Handy Hardware and Trading Pte Ltd	40		
ZGG Pte Ltd	259.75		
Two Nine Six O Trading Pte Ltd	338.80		
Total	664.55		

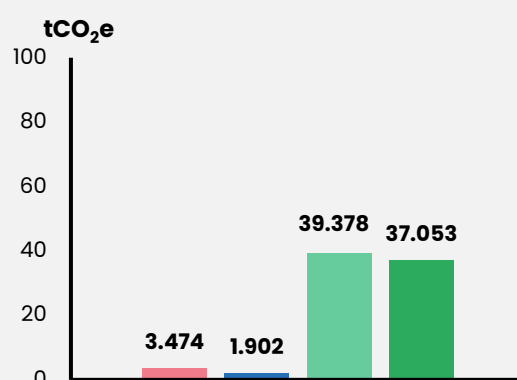
Environmental Metrics

GHG Emissions (Breakdown of Scope 3 Emissions)

Purchased Goods and Services



Employee Commuting



■ Ixon International
 ■ Handy Hardware and Trading
 ■ ZGG
 ■ Two Nine Six O Trading

Purchased Goods and Services (including Water) by Company:

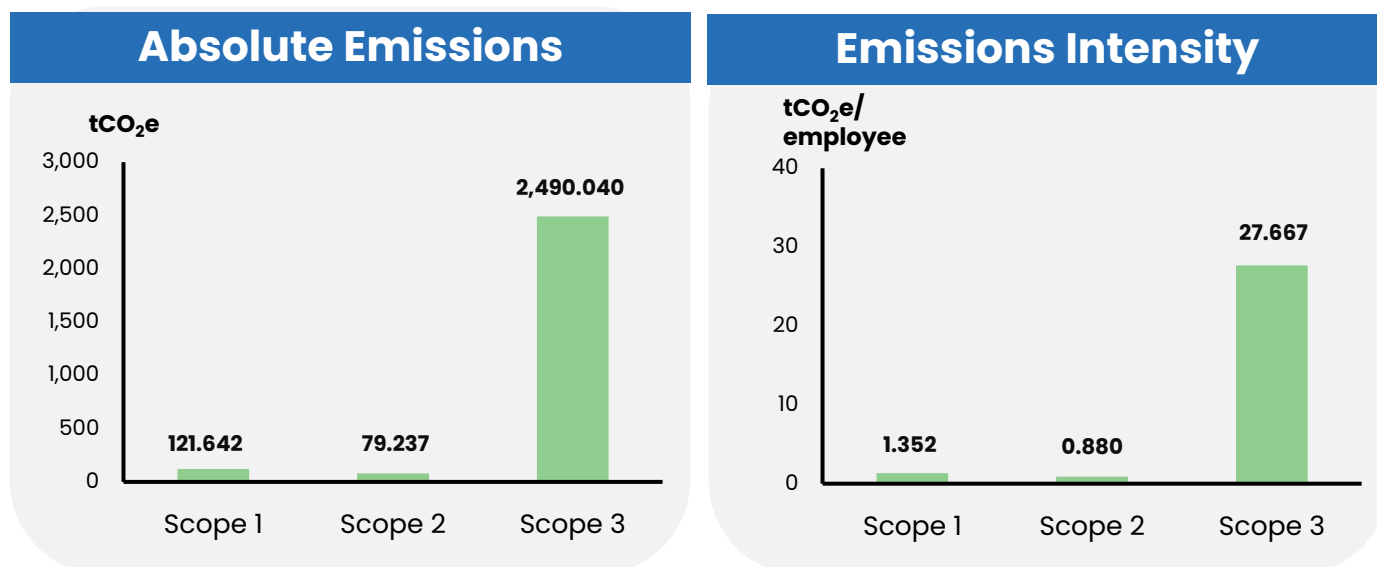
Companies	Datapoint	Units	Alignment to standards
Ixon International Pte Ltd	425.721	tCO ₂ e	GRI 305-3
Handy Hardware and Trading Pte Ltd	322.278		
ZGG Pte Ltd	447.860		
Two Nine Six O Trading Pte Ltd	1,212.377		
Total	2,408.236		

Employee Commuting by Company:

Companies	Datapoint	Units	Alignment to standards
Ixon International Pte Ltd	3.474	tCO ₂ e	GRI 305-3
Handy Hardware and Trading Pte Ltd	1.902		
ZGG Pte Ltd	39.378		
Two Nine Six O Trading Pte Ltd	37.053		
Total	81.807		

Environmental Metrics

GHG Emissions (Absolute Emissions and Emissions Intensity)



Absolute Emissions by Scope:

Items	Datapoint	Units	Alignment to standards
Scope 1 Emissions	121.642	tCO ₂ e	GRI 305-1
Scope 2 Emissions	79.237		GRI 305-2
Scope 3 Emissions	2,490.043		GRI 305-3
Total	2,690.922		GRI 305-1, GRI 305-2, GRI 305-3

Emissions Intensity by Scope:

Items	Datapoint	Unit	Alignment to standards
Scope 1 Emissions Intensity	1.352	tCO ₂ e/employee	GRI 305-4
Scope 2 Emissions Intensity	0.880		
Scope 3 Emissions Intensity	27.667		
Total	29.899		

Our emissions are calculated using the emission factors from the Singapore Emission Factors Registry (SEFR)¹, launched by the Singapore Business Federation. In FY2024, we initiated the tracking of Scope 3 emissions in selected categories, including purchased goods and services, with water consumption reported under this category, and employee commuting. These categories were prioritised based on their materiality and the availability of reliable data.

¹ <https://sefr.netzerohub.sg/>

Environmental Metrics

Reduction of GHG Emissions

Reduction Target

To strengthen our commitment to sustainable growth, the Group has set a target to achieve a 3% year-on-year reduction in Scope 3 emissions per employee. This intensity-based approach allows us to align reduction efforts with business growth while ensuring accountability across the organisation

Key Initiatives

Sustainable Procurement

Prioritising suppliers who provide low-carbon materials, certified green products, and environmentally responsible packaging solutions.

Water Efficiency

Installing water-saving devices, enhancing monitoring systems, and implementing conservation measures to reduce consumption linked to purchased goods and services.

Green Commuting

Minimising reliance on printed materials and physical logistics through digital documentation, e-commerce platforms, and virtual collaboration tools.

Supplier and Partner Engagement

Collaborating with supply chain partners to collect accurate emissions data, enhance transparency, and co-develop reduction strategies.

Outlook

We are committed to progressively expanding our Scope 3 emissions coverage across additional applicable categories. By combining robust data collection with practical initiatives, Two Nine Six O Trading Pte Ltd aims to demonstrate measurable progress towards reducing its indirect carbon footprint, while contributing to Singapore's broader climate transition goals.

Social Metrics

Diversity and Equal Opportunity

Number of employees by age group:

	Below 30 years old	30 – 50 years old	Above 50 years old
Ixon International Pte Ltd	0	1	3
Handy Hardware and Trading Pte Ltd	1	0	2
ZGG Pte Ltd	3	32	1
Two Nine Six O Trading Pte Ltd	1	37	9

Number of employees by gender:

	Male	Female
Ixon International Pte Ltd	1	3
Handy Hardware and Trading Pte Ltd	2	1
ZGG Pte Ltd	32	4
Two Nine Six O Trading Pte Ltd	38	9

Social Metrics

Diversity and Equal Opportunity

Number of employees by nationality:

	Singapore	Bangladesh	India	Malaysia	Philippines	Myanmar	Indonesia	China
Ixon International Pte Ltd	1	0	0	3	0	0	0	0
Handy Hardware and Trading Pte Ltd	2	0	0	1	0	0	0	0
ZGG Pte Ltd	7	18	5	0	5	1	0	0
Two Nine Six O Trading Pte Ltd	18	13	6	5	2	1	1	1

The workforce across the four companies reflects a diverse mix of age groups, genders, and nationalities. While the majority of employees are male, reflecting broader industry trends, the Group are committed to fostering an inclusive environment for all employees. In terms of nationality, a significant portion of the workforce comprises employees from Bangladesh, alongside local Singaporeans. Smaller groups also hail from India, Malaysia, the Philippines, Myanmar, Indonesia, and China, contributing to a rich multicultural workplace. This diversity enhances collaboration, brings varied perspectives to problem-solving, and strengthens the Group' ability to operate effectively across different contexts. The companies continue to uphold fair employment practices and promote equal opportunities regardless of background.



Social Metrics

Employment

Number of new employee hires by age group:

	Below 30 years old	30 – 50 years old	Above 50 years old
Ixon International Pte Ltd	0	0	0
Handy Hardware and Trading Pte Ltd	1	0	1
ZGG Pte Ltd	1	9	1
Two Nine Six O Trading Pte Ltd	1	11	0

Number of new employee hires by gender:

	Male	Female
Ixon International Pte Ltd	0	0
Handy Hardware and Trading Pte Ltd	2	0
ZGG Pte Ltd	10	1
Two Nine Six O Trading Pte Ltd	12	0

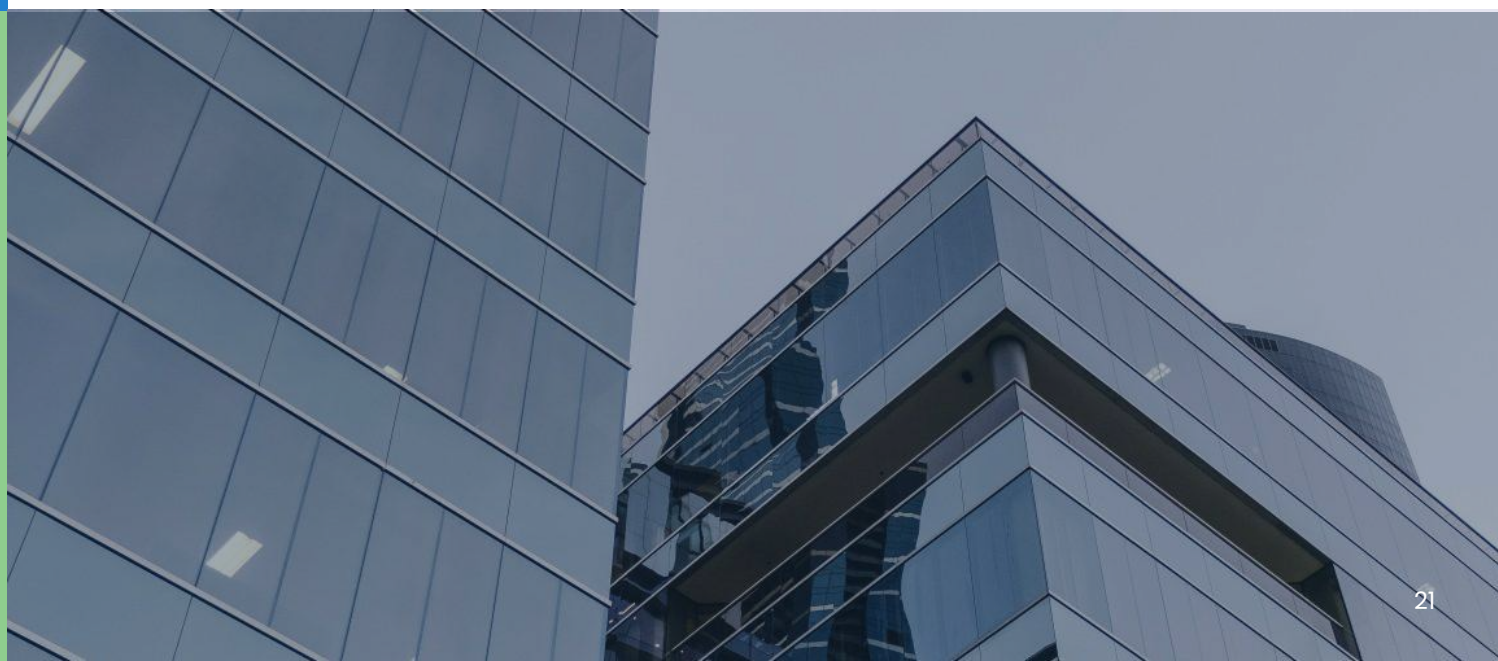
Social Metrics

Employment

Number of new employees hires by nationality:

	Singapore	Bangladesh	India	Malaysia	Philippines
Ixon International Pte Ltd	0	0	0	0	0
Handy Hardware and Trading Pte Ltd	1	0	0	1	0
ZGG Pte Ltd	2	5	1	0	3
Two Nine Six O Trading Pte Ltd	1	6	5	0	0

In FY2024, the Group welcomed a number of new employees across various age groups and nationalities. The majority of new hires were male, consistent with industry trends, and came from a mix of backgrounds including Bangladesh, Singapore, India, Malaysia, the Philippines, Myanmar, Indonesia, and China. This diverse intake reflects the Group' ongoing efforts to build a multicultural and skilled workforce. As part of the onboarding process, new employees are introduced to the Group' values, safety protocols, and sustainability commitments to ensure smooth integration and alignment with organisational goals.



Social Metrics

Occupational Health and Safety

	Number of fatalities as a result of work-related injuries	Number of high-consequence work-related injuries	Number of recordable work-related injuries	Number of recordable work-related ill health cases
Ixon International Pte Ltd	0	0	0	0
Handy Hardware and Trading Pte Ltd	0	0	0	0
ZGG Pte Ltd	0	0	0	0
Two Nine Six O Trading Pte Ltd	0	0	0	0

We are deeply committed to maintaining a safe and sustainable working environment across all our operations. In FY2024, we recorded zero work-related incidents. To further strengthen our commitment, Ixon International Pte Ltd is certified under the bizSafe framework, demonstrating our alignment with Singapore's Workplace Safety and Health (WSH) standards. Additionally, ZGG Pte Ltd, Two Nine Six O Trading Pte Ltd, and Ixon International Pte Ltd have achieved ISO 14001:2018 certification. These certifications demonstrate our collective dedication to occupational health and safety, risk management, and continuous improvement across all operations.

Child and Forced Labour

We recognise the importance of upholding human rights and labour standards across our operations and supply chains. During the reporting period, we did not identify any operations or suppliers with significant risk of incidents involving young workers exposed to hazardous work. Likewise, no significant risks of child labour were found in our manufacturing plants or among our suppliers, including those operating in higher-risk geographic areas.

In relation to forced or compulsory labour, we did not identify any operations or suppliers with significant risk of such practices. We remain committed to ethical labour practices and legal compliance, and aim to strengthen our approach by exploring relevant policies and supplier engagement to uphold labour rights.

Governance Metrics

Board Composition

	Number of Board of Directors	Number of Independent Board of Directors	Number of Woman on Board of Directors
Ixon International Pte Ltd	2	0	2
Handy Hardware and Trading Pte Ltd	4	0	2
ZGG Pte Ltd	4	0	2
Two Nine Six O Trading Pte Ltd	4	0	2

Anti-Corruption

We are committed to conducting our business with integrity and transparency across all levels of our operations. Corruption and bribery have no place in our companies, and we maintain a zero-tolerance policy toward unethical practices. All employees are regularly briefed on our anti-corruption policies and are encouraged to report any suspected violations through secure and confidential channels.

In FY2024, we are pleased to report that there were no incidents of corruption or bribery across any of the Group. We continue to strengthen our internal controls, raise awareness through training, and promote ethical conduct in all interactions with clients, suppliers, and stakeholders. Upholding these values is essential to building trust and ensuring long-term sustainability in our business practices.

As we grow, we remain committed to strengthening our governance framework, promoting a culture of accountability, and ensuring that ethical behaviour remains a cornerstone of our sustainability journey.

GRI Content Index

Statement of Use	The Group has reported the information cited in this GRI content index for the period of 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
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GRI 1 Used	GRI 1: Foundation 2021
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GRI Standard	Disclosure Requirements	Reference
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GRI 2: General Disclosures 2021

2-1	Organisation details	Pg. 4
2-2	Entities included in the organisation's sustainability reporting	Pg. 4
2-3	Reporting period, frequency and contact point	Pg. 4
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GRI 3: Material Topics 2021

3-1	Process to determine material topics	Pg. 10
3-2	List of material topics	Pg. 10
3-3	Management of material topics	Pg. 10

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GRI Standard	Disclosure Requirements	Reference
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Pg. 22
205-2	Communication and training about anti-corruption policies and procedures	Pg. 22
205-3	Confirmed incidents of corruption and actions taken	Pg. 22
GRI 302: Energy 2016		
302-1	Energy Consumption within the organisation	Pg. 13
GRI 303: Water and Effluents		
303-5	Water consumption	Pg. 14
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Pg. 16
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 16
305-3	Other indirect (Scope 3) GHG emissions	Pg. 16
305-4	GHG emissions intensity	Pg. 16
305-5	Reduction of GHG emissions	Pg. 17
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Pg. 20-21

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GRI Standard	Disclosure Requirements	Reference
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Pg. 22
403-9	Work-related injuries	Pg. 22
403-10	Work-related ill health	Pg. 22
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Pg. 23
GRI 408: Child Labour 2016		
408-1	Operations and suppliers at significant risk for incidents of child labour	Pg. 22
GRI 409: Forced or Compulsory labour 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Pg. 22

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