

SINGAPORE • INDONESIA

GEO ENERGY

APPROACH TO SUSTAINABILITY

HOW WE MANAGE SUSTAINABILITY

OUR EMPLOYEES

NON-DISCRIMINATION, DIVERSITY
AND EQUAL OPPORTUNITY

OUR COMMUNITY IMPACT

COMMUNITY PROGRAMS
& INVESTMENT



SUSTAINABILITY REPORT 2017

IT ALWAYS SEEMS IMPOSSIBLE UNTIL IT'S DONE.
CHANGE IS THE LAW OF LIFE

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Welcome and Readers' Guide

Geo Energy Resources Limited (collectively with its subsidiaries 'Geo Energy' or the 'Group') is one of the major coal producers in Indonesia and is listed on the Singapore Stock Exchange and is part of the Singapore FTSE and FTSE ST China Index.

The Group's operations are primarily located in Indonesia. It is a coal mining specialist with an established track record in the operation of coal mining sites for the purpose of coal production and coal sales since 2008. It now owns major mining concessions and coal mines in Kalimantan, Indonesia with JORC marketable coal reserves of over 90 million tonnes.

We focus on Indonesia and China as core markets and have scaled up our presence in markets such as Thailand and India. During the reporting period, there were no significant changes to our share capital structure, our operations and our locations, nor our supply chain.



Donation to orphanage



Geo Energy Bursury with SIT



Growing in harmony



Livestock contribution



Giving nutrition of food to children



Waste development

“ AIMING TO BECOME ONE OF INDONESIA’S TOP TEN COAL PRODUCERS ”



WELCOME AND READERS’ GUIDE

Believing in growing up
together in Harmony

VISION

We are aiming to become one of Indonesia’s top ten coal producers by embarking on a series of acquisition opportunities. We remain committed to sustainable growth and enhancing shareholder value. The Group will continue to pursue opportunities to expand its mining operations and in growing its coal reserves through strategic acquisitions and vertical integration.





MISSION

We believe in “Growing Up Together in Harmony” with all our stakeholders, including employees, offtakers, contractors, and communities.

We are committed to running our business with corporate social responsibility concepts firmly embedded within our daily operations to protect our people, the environment and the local communities in which we operate.

We review and analyse all of our business risks and opportunities, looking beyond economic, strategic and operational factors to include social and environmental considerations.

CORE VALUES

Accountable

We are responsible for our actions, our performance and our products in conducting our business, and we are committed to continuous improvements and learning.



Competence

We employ the best people, engage the top mining contractors and work with respected international traders.

Teamwork

We cooperate, communicate and support each other in achieving our vision and mission in this competitive environment.

Responsive

We strive to achieve the best possible outcome in everything we do, for the benefit of our people, our business partners and our communities.

**"COMMITTED TO
SUSTAINABLE GROWTH
AND ENHANCING
SHAREHOLDER VALUE"**

We are pleased to present our inaugural sustainability report, which will be published annually to our stakeholders.

This sustainability report for 2017 has been prepared in accordance with the Global Reporting Initiative's (GRI) Standards; Core option. Drawing on these reporting guidelines, we focus on the key material issues for our businesses. Further details on the approach, boundaries and scope of this sustainability report can be found in the GRI Content Index on page 51.

Standard units of measurement are used in this report and conversion factors, where applicable, are explained in their respective sections.

This sustainability report outlines our practices, initiatives and impacts for our operations in Indonesia and our



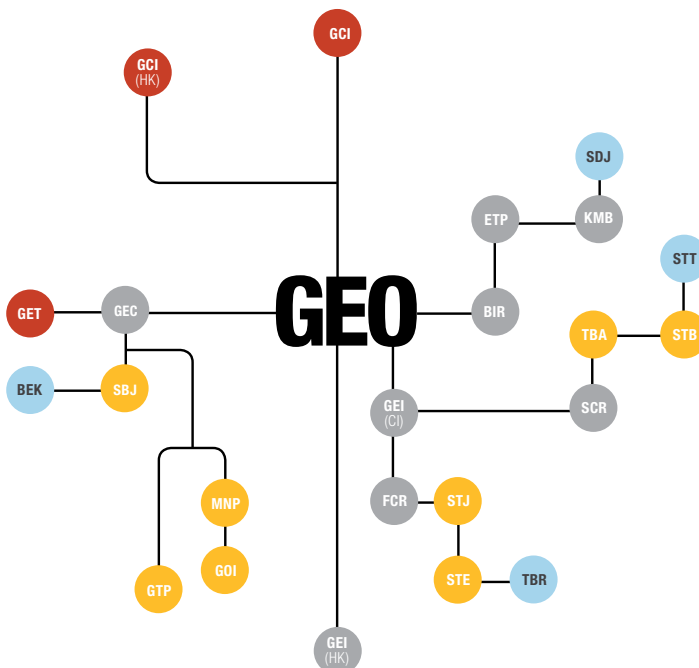
offices in Singapore and Jakarta during the period from 1 January to 31 December, 2017. We aim to expand the scope of our reporting in the coming years to include all our Singapore and overseas operations and related data. The financial statements of our businesses can be found in

Sustainability is about ecology, economy and equity. We protect our people, the environment and the communities.

our Annual Report. This sustainability report has not been externally verified or assured. We will review the need to engage an external assurer for our report in the coming years.

We appreciate feedback from our stakeholders on our sustainability report and any of the topics covered here. Please contact us at investor_relations@geocoal.com with any questions or comments.

GEO ENERGY GROUP STRUCTURE



- GCI - Geo Coal International Pte. Ltd.
- GCI(HK) - Geo Coal International (HK) Limited
- GEI(HK) - Geo Energy International (HK) Limited
- GEC - PT Geo Energy Coalindo
- SBJ - PT Sumber Bara Jaya
- BEK - PT Bumi Enggang Khatulistiwa
- GTP - PT Geo Tebo Power Inti
- GET - PT Geo Energy Trading
- MNP - PT Mitra Nasional Pratama
- BIR - Borneo International Resources Pte. Ltd.
- ETP - PT Era Tiga Putra
- KMB - PT Karunia Mitra Berkat
- SDJ - PT Sungai Danau Jaya
- GEI(CI) - Geo Energy Investments Ltd. (Cayman Island)
- FCR - Fortune Coal Resources Pte. Ltd.
- GOI - PT Geo Online Indonesia
- STJ - PT Satui Jasabara
- STE - PT Satui Energi
- SCR - STT Coal Resources Pte. Ltd.
- TBR - PT Tanah Bumbu Resources
- TBA - PT Tunas Bara Abadi Tolindo
- STB - PT STT Tunas Bara
- STT - PT Surya Tambang Tolindo

- Coal Trading
- Investment Holding
- Coal Mining
- Others

CHAIRMAN & GROUP CEO'S STATEMENT

EMBARKING ON
OUR SUSTAINABILITY
JOURNEY.



This report outlines our works and achievements to date. We are gratified by what we have accomplished. However, we are aware that there is so much more to be done. We will continue to commit our corporate social responsibility and track our progress with determination to maximise the impact on all those we serve.

Together we create long term shareholder, customers and employee value by creating a strategy aimed toward the environment, society, culture and economy.

Dear Stakeholders,

It is our great pleasure to present you with Geo Energy's inaugural Sustainability Report. Sustainability and corporate social responsibility are at the core of our corporate strategy. Sustainability allows us to create positive and lasting social impact on the communities we operate in and to protect our people as well as the environment.

Sustainability and corporate social responsibility are our forte. We have always been committed to create long-term value for our shareholders, consumers and employees by implementing a strategy that encompasses every dimension of how a business operates in the social, environmental and economic context.

Reporting on these considerations in the form of a Sustainability Report is a new activity, however, and we appreciate the opportunity to engage with you, our stakeholders, on these important topics.



Going forward, we will publish our sustainability reports annually, ensuring that you are always kept abreast on our management of our material issues and how those issues evolve over time, along with Geo Energy's business. Our sustainability reporting is based on the leading global reporting framework, the Global Initiative's (GRI) Standards. This is in line with SGX reporting requirements and allows for benchmarking of our efforts against those of our peers.

In preparation of this report, a thorough materiality assessment, based on the GRI Standards and AA1000's guidelines was undertaken to identify Geo Energy's material environmental,

social and governance (ESG) issues. This assessment was supported by an independent sustainability consultant and involved a stakeholder engagement survey, internal workshops in Singapore and Jakarta, peer reviews, and the evaluation of the environmental impact of Geo Energy's mining operations. The materiality of issues was based on the potential risk and impact to Geo Energy's business and to external stakeholders. (For details on the process and the outcome of the assessment, please refer to section "Our Materiality".)

Apart from economic performance, which is covered extensively in our latest Annual Report, our top tier or focus fall into three categories:

"SUSTAINABILITY IS ABOUT ECOLOGY, ECONOMY AND EQUITY"

- Health and well-being of our **employees**, along with diversity and labour management relations
- Our impact on **communities** we operate in, including human rights aspects and direct as well as indirect economic impacts
- Our impact on the **environment**, spanning topics such as waste management, water, and energy efficiency

Our management to these issues is based on a disciplined, analytical approach, a strong emphasis on ethics and integrity and solid governance structures for managing sustainability in our operations.

PROTECTING OUR PEOPLE

We emphasize the health and safety of our people – our employees, contractors and local communities. We are committed to continuous improvements in health and safety standards of our operations, including continuously working to minimise the risk of accidents, injuries and illnesses. We have adopted a comprehensive safety management system for our mining operations, which includes safety management plans, rules, codes of practice, manuals and procedures with which our people are required to comply. We regularly conduct training on basic safety skills and procedures for our workforce including those employed from the local communities, and we have stationed safety officers on-site on each of our mining concessions to monitor the work procedures of our

CHAIRMAN & GROUP CEO'S STATEMENT

employees as well as those of our contractors with the aim of identifying shortfalls in our health and safety procedures. All our employees have a mandate to achieve zero injuries and fatalities amongst our workforce.

COMMUNITY ENGAGEMENT

We believe in creating a positive and lasting social impact on the communities around the environment where we operate. Through our engagement with local communities, we are able to develop successful partnerships based on mutual understanding, trust and respect. Together, we work hand in hand to identify and evaluate the needs of the community as well as the actual and potential social consequences of our operations at every stage of the mine's life cycle. This allows us to focus our CSR efforts on improving the livelihood of these communities, in addition to protecting the environment around the mining sites, as described above.

Community involvement is the cornerstone of our employment policy at our mines. We continue to employ local workers and provide them with relevant training and skills development. We also seek to support and promote local businesses and economic activity by continuing to engage them as suppliers. We currently procure mainly food supplies from local suppliers around our mine sites.

In addition to economic empowerment, we are committed to improving the general living standards of the local communities. Our Community Development personnel invest time and effort in building relationships with local residents to identify the needs of the



local communities and partner with them to address those needs where practically possible. We also hold regular meetings with representatives of each village to discuss the progress and implementation of our community assistance plans as well as to address any issues, concerns or complaints that may have arisen. Our community assistance efforts include making donations in kind to local schools (including providing building materials to build or repair school premises) as well as supporting social or religious events of the communities.

In June 2017, our staff members from the corporate office in Jakarta visited Yayasan Rumah Piatu Muslimin, one of the Orphanages in Central of

**“ OUR
EMPLOYEES
FORM THE
CORNER
STONE OF OUR
SUCCESS ”**

Jakarta. This orphanage is committed to accommodate, nurture and educate orphaned children for free, to allow these children to live independently and to empower them to contribute to society. Donations were made to the orphanage in the form of basic necessities, such as rice, eggs, cooking oil and sugar, among other things.

As part of our ongoing CSR efforts, our Singapore team and Jakarta colleagues participated in the Run for Hope (RFH) 2018. This charity run was organised by the National Cancer Centre and various other organisations to raise awareness and support for cancer research. We also encouraged our employees' family members to join this run to share in the bonding.

PROTECTING THE ENVIRONMENT

We are working to prevent negative environmental impacts as much as possible. To the degree that our operations have unavoidable negative environmental impacts, we mitigate and remediate those environmental effects to the greatest extent within our means. Environmental stewardship is a very important part of our relationships with local communities, regulators and other stakeholders. We consider environmental management a part of overall good governance. Our environmental management strategies and goals include effective air and water pollution control measures, proper handling and disposal of hazardous and poisonous waste, and continuous improvements of our resource efficiency.

Together with BUMA (our business partner), we have formulated a comprehensive post-mining

reclamation and rehabilitation plan to manage the environment in which we carry out our mining operations. This plan takes into consideration the geological characteristics of our mining sites in order to better manage the environment. We plan to rehabilitate each plot of land as soon as it is no longer mined rather than wait until the end of mine life. Our land reclamation activities involve the deposit of the overburden onto mined-out areas which is followed by land rehabilitation whereby topsoil is spread over the surface of the overburden deposited and palm trees are planted to restore the original environment. (Our mines are strategically located underneath a palm oil plantation and we have entered into an agreement with the plantation owner to borrow, use, and return the land upon completion of our mining activities.)

We subject our mining operations to periodic internal and external environmental audits, including by the Environmental Control Agency (BLHD), who is responsible for implementing the government's environmental regulations and policies. BLHD, together with other local government agencies such as the Ministry of Energy and Mineral Resources, supervise our mining operations. We are proud to report that in 2017, we did not receive any major formal complaints about environmental pollution by our Group.

BEST PRACTISE REPORTING

Preparing this report has allowed us to take a fresh look at our sustainability strategy and our commitments. It has provided us with the basis for a renewed focus on our truly material

issues and to identify gaps in our available data. We have put in place measures to address these gaps and are looking forward to expanding the scope of our sustainability report over the next couple of years.

We are committed to being a sustainable and responsible low cost Indonesian coal producer, with a sustainability strategy that is aligned with our belief in the need to not just be a producer of coal, but a builder of people and communities.

We uphold high standards of transparency and corporate governance as it is important that we continue to grow, improve and remain accountable to our communities, stakeholders and shareholders.

This first sustainability report is an important milestone in our continued efforts toward further improving the sustainability of our operations. Please do not hesitate to send us your feedback on this report and our activities. We are looking forward to continuing our journey with you, our stakeholders.



DATO' CHARLES ANTONNY MELATI
Executive Chairman



Mr. Tung Kum Hon
Chief Executive Officer



**“ WE CREATE
INDEPENDENT
AND STRONG
LOCAL
COMMUNITIES “**

2017
AT A GLANCE

1st
inaugural
sustainability
report

ZERO
incidents of serious injuries & fatalities

Over 
US\$200,000
spent on community programmes

3 NEW
COMMUNITY
initiatives in Singapore
and Jakarta


12
AVERAGE
TRAINING
HOURS
for all employees


7,012kg
seedlings planted
as part of reclamation programme

APPROACH TO SUSTAINABILITY

“SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY FORM THE CORE OF OUR OVERALL STRATEGY. WE BELIEVE IN CREATING A POSITIVE AND LASTING SOCIAL IMPACT ON THE COMMUNITIES. WE PROTECT OUR PEOPLE, THE ENVIRONMENT, AND THE LOCAL COMMUNITIES.”



OUR GOALS OF CSR IS TO CREATE STOP-WORK CULTURE AND SAFETY DRIVEN CULTURE



OUR SUSTAINABILITY FRAMEWORK

The journey to sustainability and corporate social responsibility reporting is not something new to the Group. Geo Energy has been committed to create long-term shareholder, consumer and employee value by creating a strategy aimed toward the environment and taking into consideration every dimension of how a business operates in the social, cultural, and economic environment.

We established the Enterprise Risk Management (ERM) Working Group to devise, implement and maintain the ERM framework and to ensure that the Group's sustainability risks and issues are managed effectively. We are also committed to complying with the laws and regulations of the jurisdiction in which we operate.

We emphasize the health and safety of our people, including our employees, contractors and local communities by continually improving the health and safety standards for our operations, including minimising the risk of accidents, injuries and illness. Environmental stewardship and management is very important to our

relationships with local communities, regulators and others. We consider environmental management a part of overall good governance.



APPROACH TO SUSTAINABILITY

“WE PROTECT OUR PEOPLE, THE ENVIRONMENT, AND THE COMMUNITIES.”



HOW WE MANAGE SUSTAINABILITY

We recognise that our commitment to sustainability and ESG issues is part of being a responsible business. It also helps us mitigate the risk in our operations and gives us the social license to operate.

We are aware of the fact that our business operations have an impact on the natural environment. The risks and impacts associated with the industry we operate in are manifold and we try our best to identify, evaluate and prevent these risks wherever possible. Where this is not possible, we mitigate risks as much as possible, by establishing a framework to

manage ESG risks internally and externally for our business.

The Management has formed an ERM Working Group to devise and implement an ERM framework. Together with the business and corporate executive heads, the working group identifies the operational, financial and compliance risks and sets out the appropriate mitigating actions and monitoring mechanisms to respond to these risks and changes within the Group and the external business environment. In addition, the Management also engaged with internal and external auditors to evaluate and perform tests

of certain controls relevant to improving the Group's internal control system as well as to the preparation of the Group's financial statements.

We work collaboratively with stakeholders to ensure that we keep channels of communication open and talk about issues that are important to our stakeholders. To ensure the longevity of our business, we recognise that communicating with our stakeholders is imperative. We ensure continual communication with regulators and investors, which is central to our ambition to be our industry's trusted partner.



OUR MATERIALITY

This report has been produced in line with the GRI principles for defining report content, sustainability context, materiality, completeness and stakeholder inclusiveness.

As part of the sustainability reporting process, the Group conducted formal materiality assessment workshops where significant ESG material issues for our business portfolio were discussed. The issues were identified by referring to the internationally recognised GRI Standards and AA1000's Accountability

Principles Standard for Materiality Assessment, using the GRI four-step cyclical process consisting of identification of key material ESG issues, prioritisation, validation and review.

The process of identification involved working with an independent consultant

who supported us by conducting research on the relative importance of these issues for stakeholders, reviewing the relevant best practices in the mining industry, looking at what our peers are considering to be material and evaluating the impacts of our operations on the environment. Once we identified material

issues, we conducted two Materiality Assessment workshops in 2017, one in Singapore, where our corporate office is located, and another in Jakarta. These were attended by the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Investment Director, other members of the senior management

“FOCUSING ON THE THINGS THAT TRULY MATTER IS AS IMPORTANT TO OUR SUSTAINABILITY STRATEGY AS IT IS TO OUR OVERALL BUSINESS.”



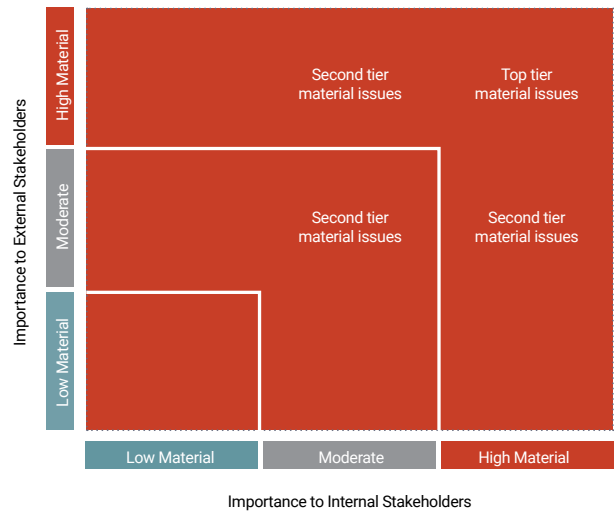
OUR MATERIALITY

TOP TIER MATERIAL ISSUES

- Compliance
- Economic performance
- Ethics and integrity
- Effluents and waste
- Employment
- Energy efficiency and climate change
- Health and safety
- Human rights
- Labour management relations
- Local communities
- Water

SECOND TIER MATERIAL ISSUES

- Biodiversity
- Training and education
- Procurement practices



team, and business heads from human resources, finance, marketing, legal and operation. We asked the attendees to prioritise the identified ESG issues. This allowed us to gain perspective into how significant these issues are to our internal stakeholders and via proxy for our external stakeholders.

We also conducted a stakeholder engagement survey for our external stakeholders after our materiality was finalised to get feedback from them. See section “Our Engagements” below for more detail.

Each material issue was discussed in detail and, based on its importance

to our business and the external environment, was given an impact rating of ‘low’, ‘medium’ or ‘high’, from both the internal and external perspectives in relation to our sustainable development performance. These issues were prioritised at the workshops and the results collated. We then categorised highly

material issues as top tier issues and high-to-medium issues as second tier. Both tiers are covered in our sustainability report.

The Sustainability Committee has reviewed and approved the results of this assessment.

We will be refreshing our materiality at an appropriate time, as we want to ensure that our material issues stay relevant. Through our due diligence process, we have determined the boundary for each of our material issues. These issues impact all our operations in Indonesia and the following stakeholders, as listed below:

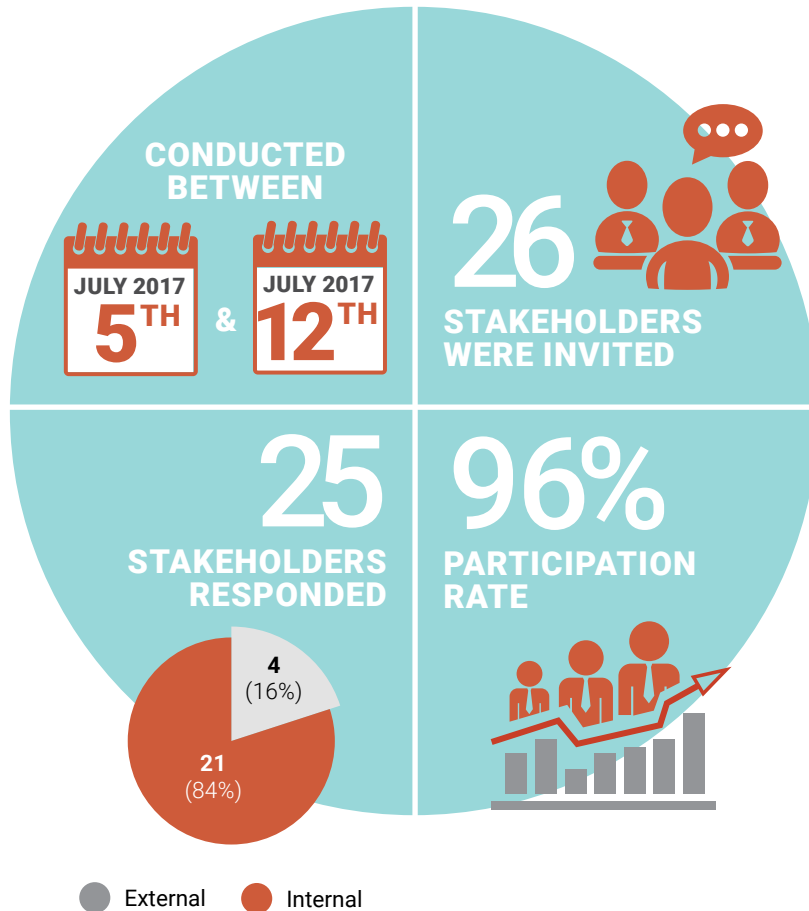
Key material Topics ¹	Tier	Impacted Stakeholders					Boundaries	
		Business Partners	Employees	Government and Regulatory Bodies	Investors	Local Communities	Where the Impacts Occur	Involvement
Compliance	1	✓	✓	✓	✓	✓	● ●	◆ ◆
Economic Performance (business growth)	1	✓	✓	✓	✓		●	◆
Effluents and Waste	1	✓	✓	✓	✓	✓	● ●	◆ ◆
Employment	1	✓	✓	✓	✓	✓	●	◆
Energy Efficiency and Climate Change	1	✓	✓	✓	✓	✓	●	◆
Ethics and Integrity (business integrity)	1	✓	✓	✓	✓	✓	●	◆
Health and Safety	1	✓	✓		✓	✓	● ●	◆ ◆
Human Rights	1	✓	✓	✓	✓	✓	● ●	◆ ◆
Labour Management Relations	1	✓	✓	✓	✓	✓	● ●	◆ ◆
Local Communities	1	✓	✓	✓	✓	✓	● ●	◆ ◆
Water	1	✓	✓	✓	✓	✓	● ●	◆ ◆
Biodiversity	2					✓	● ●	◆ ◆
Training and Education	2	✓	✓	✓	✓	✓	●	◆
Procurement Practices	2	✓		✓	✓	✓	●	◆ ◆

Legend:

Internally: ● Direct: ◆
Business Partners: ● Indirect: ◆

¹ GRI Standards disclosure 102-47

OUR MATERIALITY



OUR STAKEHOLDER ENGAGEMENT

We recognise that our operations have impacts on our stakeholders. In turn, our stakeholders have an impact on how we create value for them. Having regular, open and honest engagement with our stakeholders helps us identify, understand and prioritise the sustainability topics that matter most to our stakeholders and to

our business. We identify areas where it is imperative to get feedback from our stakeholders, for example concerns they may have about biodiversity post closure of mines and other issues which may be sensitive and impact our stakeholders' rights.

During our materiality assessment process, we also engaged our internal stakeholders to refresh our list of key stakeholders.

After the materiality assessment workshops, we conducted a stakeholder engagement exercise to get external stakeholders' opinions on our materiality. We conducted an online survey and asked key external stakeholders to rank our material issues and to give their independent assessment of whether we should be reporting on any other issues.

For this year's report, we engaged our most important stakeholder groups, i.e. employees, our key supplier, BUMA and our main offtaker, ECTP specifically on our material issues. We recognise that it will be desirable to include more stakeholder groups in future engagements, e.g. investors, government and regulatory bodies, local communities, and other suppliers besides BUMA.

We are currently looking at the best way to facilitate this for future reports.

Several of our stakeholders acknowledged that we are investing significant energy into our management of energy efficiency & climate change, training & education, biodiversity, and water, but felt that there was nonetheless some room for further improvements. We took note of these comments

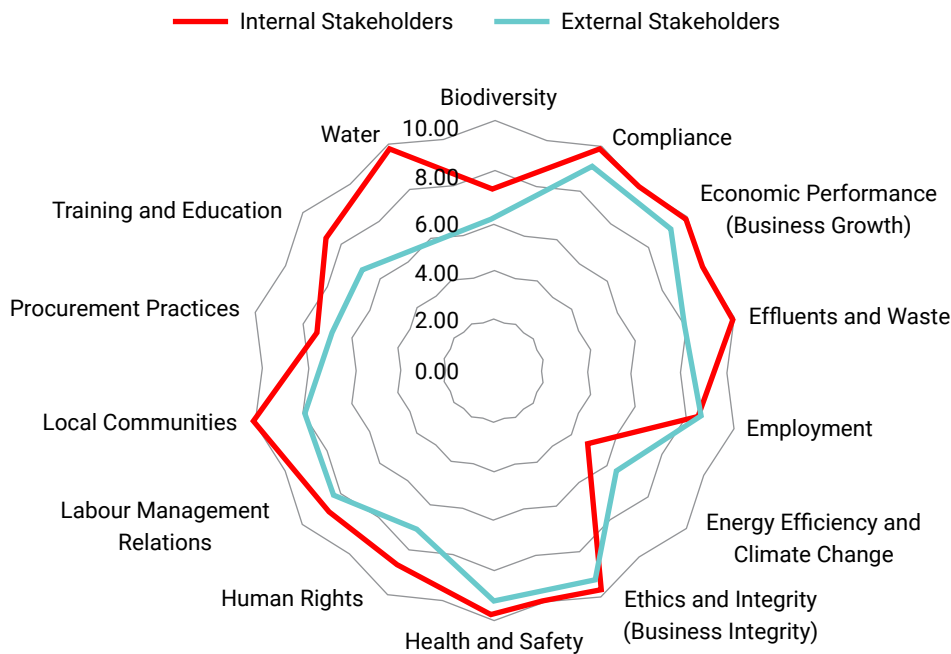
and are developing action plans around these material issues in order to address our stakeholders' concerns.

Stakeholders also highlighted the importance of our relationship with local communities around the mines and of maintaining harmonious relationships with the related local government authorities. Other topics brought up in the survey were:

- the need for Geo Energy to ensure that effluents and waste at its mining operations continue to be handled responsibly,
- the diligent conduct of reclamation activities for mined areas, and
- the impact of training and self-development programs on employee retention rates and the identification of Geo Energy's workforce with the company's core values.

“WE MAINTAIN GOOD RELATIONSHIP AND CREATE VALUE FOR OUR LOCAL STAKEHOLDERS.”

RANKINGS BY INTERNAL VS. EXTERNAL STAKEHOLDERS



OUR MATERIALITY

For an overview of our regular stakeholder engagement channels and how we are planning to integrate sustainability related topics going forward, please see the following table.

Stakeholders²	Objectives / Important Issues for Engagement	Forms of Engagement Platform	Key Topics of Concern³	Frequency of Engagements
Business Partners (suppliers / contractors)	Improving planning and communication and improving their sustainability performance.	Meetings with contractors and suppliers, site visits.	Compliance issues.	Annual, quarterly, ad-hoc
Employees	To sustain an organisation, we need a qualified and reliable workforce. To attract, develop, engage and retain talented people.	Yearly appraisal, employee feedback (verbal), monthly management meeting, employee bonding / get-together during festive season such as 'Buka Pusa Bersama', Christmas & CNY lunch.	Fair, non-discriminatory employment practices that embrace diversity and equal opportunity.	Annual, monthly, ad-hoc
Governments and Regulatory bodies	Understand regulatory requirements.	Regular meetings, site inspections, renewal of government approvals.	Compliance with all relevant laws and regulations.	Ad-hoc
Investors	To have a strong understanding of our organisation's economic and operational performance.	Analysts briefing with investors, communication via Geo's website under 'Investors' and 'Contact us', roadshows with investors and/or analysts for business and market updates.	Economic performance, effect on shareholders / stakeholders.	Quarterly, ad-hoc
Local Communities	Minimise impact on communities, partnerships & sponsorships for events and programmes.	Environmental Impact Analysis, community events.	Production activities affecting the local communities.	Annual, Quarterly, ad-hoc

² GRI 102-40 List of stakeholder groups

³ GRI 102-44 Key topics and concerns raised

STANDING TALL AND BEING FIRM ON OUR VALUES

WE COMMIT TO MAINTAINING THE HIGHEST STANDARD OF CORPORATE GOVERNANCE

GOVERNANCE



“WE BELIEVE IN STRONG GOVERNANCE STRUCTURES AND OUR GOAL IS TO OPERATE ETHICALLY AND ALWAYS BE ACCOUNTABLE FOR OUR ACTIONS”

The Group is committed to a high standard of compliance with industry requirements and any legislation relating to trading, accounting, financial reporting, internal controls, corporate governance and auditing.

At Geo Energy, we have established governance structures for managing sustainability in our operations. Our CEO is the most senior person responsible for sustainability and has maintained oversight of our material issues by personally engaging the materiality assessment workshop at our Jakarta office and by reviewing the identified material issues. As part of regular quarterly updates, the CEO is receiving updates on relevant sustainability performance issues.

To ensure that potential issues are identified throughout the organisation and addressed in a timely manner, all Heads of Departments discuss relevant sustainability issues and the impact on our daily operations and the Group’s performance in monthly management meetings.

Where such issues are found to have an impact on our corporate risk assessment, our ERM Committee, comprising our CFO, Financial Controller, Investment Director, and all Heads of Departments will report on these issues to the CEO and subsequently to the Board.

Our CEO is also a member of the Board, thus ensuring close interaction between Geo Energy’s Board and management and thereby satisfying principle 3.1 of SGX-ST Listing Rules, Practice Note 7.6, which assigns ultimate responsibility for Geo Energy’s sustainability reporting to the Board.

Our Corporate Governance Report describes the Group’s corporate governance framework and practices in compliance with the principles and guidelines of the Code of Corporate Governance 2012 (the 2012 Code). The Group confirms that it adheres to the principles and guidelines as set out in the 2012 Code where applicable and there have been no deviations from the Code.

**“WE ACT
PROFESSIONALLY,
ETHICALLY AND
ACCOUNTABILITY”**

We are in the process of establishing appropriate processes for reviewing our performance against targets for sustainability related issues and will provide updates on our progress in our next sustainability report.

Our Board of Directors has established high standards for employees, officers and directors. The principal function of the Board, in addition to carrying out its statutory responsibilities, is to oversee the formulation of and approve the Group’s overall long-term strategic objectives and direction.

In doing so the Board is taking into consideration sustainability issues, reviewing the management of the Group’s business affairs, financial controls, performance, resource allocation, and establishing a framework of prudent and effective controls to assess and manage risks and safeguard shareholders’ interests and the Group’s assets. For more information on Board matters, please refer to the Corporate Governance Report in our Annual Report 2017.



The Corporate Governance Report can be found on pages 39 to 55 of our Annual Report 2017.

POLICIES

Mining is a heavily regulated industry with a host of laws and regulations the Group is in compliance with. To help comply with these regulations, we have internal company-wide policies and standard operating procedures (SOPs) in place to provide us with the requisite framework.

Our Employee Handbooks are written in compliance with Singapore’s and Indonesia’s employment legislation. The policies and procedures contained

GOVERNANCE

“WE BELIEVE IN DOING THE RIGHT THING AT ALL TIMES.”



in the handbooks govern the terms and conditions of employment for all employees of Geo Energy.

We have a Safety, Health, and Environment (SHE) Policy in place which is implemented by PT. Sungai Danau Jaya (SDJ), a subsidiary of Geo Energy Group and responsible for the management of Occupational Health & Safety and environmental matters for the entire group. SDJ is committed to implementing sustainable integrated safety, health and environment management in all stages of mining operations to control the risks and impacts of mining and support activities. Together with our mining contractor – BUMA, we will ensure that our SHE standards and policies are always being followed and that our operations are always in full compliance.

We believe an effective policy framework should include a complementary set of measures that guides our organisation by outlining our values and principles.

ETHICS AND INTEGRITY

We are committed to maintaining a high standard of corporate governance to ensure the sustainability of the Group’s business as well as safeguard shareholders’ interest and create long-term value and returns for our shareholders. Our principles of the Code of Corporate Governance 2012 can be found in our AR2017 page 39.

We have a strict and firm stance against bribery and corruption. Our employees, if found in non-compliance with anti-corruption and anti-bribery principles may face disciplinary action or termination.

In 2017, senior management and legal staff attended a seminar which included the topic of anti-corruption. For 2017, Geo Energy had zero confirmed cases of corruption.

Lastly, our CSR activities are aligned with the Group’s principles of good corporate governance. We always strive to ensure a positive impact from our operations on all our stakeholders.

WHISTLEBLOWING

Geo Energy’s whistleblowing policy applies to all directors and employees, including full-time, part-time and contract employees of Geo Energy, its subsidiaries (together with the Group entities) and external parties. The whistleblowing policy aims to provide an avenue for employees and external parties to raise concerns and offer reassurance that they

will be protected from reprisals or victimisation for whistleblowing in good faith.

COMPLIANCE

For 2017, Geo Energy has had zero cases of non-compliance with social and economic laws and regulations.

HUMAN RIGHTS

Geo Energy respects the basic human rights of our employees and contract workers and upholds, in spirit, international human rights conventions such as the International Labour Organisation (ILO) Conventions. We are working towards improving the human rights aspects of our operations. As such, there were no significant investment agreements and contracts that included human rights clauses or that underwent human rights screening.

RISK IDENTIFICATION AND MANAGEMENT

The Board is responsible for the identification and governance of risk. We formed an ERM Working Group, in consultation with our internal auditor – PricewaterhouseCoopers (PwC), to devise and implement an ERM framework in 2013. The ERM framework is designed to manage the Group's risks and is approved by the Board, taking into consideration the nature and extent of the significant risks which the Board is willing to take in achieving its

strategic objectives. The ERM Working Group reviews all significant control policies and procedures on an ongoing basis and highlights all significant matters to the Board.

At the operational level, key management personnel of the respective business units – the risk owners – identify potential risks. This information is then forwarded to the ERM Working Group, which conducts an annual risk workshop to assist the Group in identifying and

prioritising the top risks affecting the Group as well as to provide countermeasures for the risks identified. All identified risks are assessed, analysed and prioritised by their level of importance. The ERM Working Group then outlines a course of action to minimise the impact from these risks as well as the expected costs incurred in relation to the mitigating action. Each prioritised risk is then assigned to its respective Risk Owner who is responsible for monitoring, controlling and reporting on the status and effectiveness of each risk response action to the ERM Working Group. In 2017, the annual risk workshop was held on December 6.

Geo Energy has clear and robust governance structures in place to ensure that relevant risks and issues are managed effectively within the organisation. Senior Management and the Board of Directors are engaged on sustainability issues insofar as they constitute operational, financial or compliance risks to the Group, such as risks that may result from accidents at our mines (worker health and safety, environmental damage) or from any instances of non-compliance with regulations locally or in our capacity as a listed entity.



FINANCIAL

- Coal price fluctuations
- Tax planning
- FX / interest rate fluctuations
- Working and long-term capital management
- Cash management



OPERATIONAL

- Intra-organisational coordination
- Quality of coal
- Accidents
- Employee retention and development
- Compliance with internal policies and procedures
- Personal safety and security
- Rate of coal production, sales and distribution



REGULATORY

- Reporting obligations
- Local regulations
- Flow of information from regulators
- Cost of compliance
- Land-use permits
- Status as foreign enterprise in Indonesia
- Singapore Exchange (SGX) listing rules and requirements

ECONOMIC PERFORMANCE

“WE ARE WORKING TO CREATE SUSTAINABLE VALUE, DELIVERING LONG-TERM SOCIAL AND ECONOMIC BENEFITS THAT DO NOT LEAVE A LEGACY OF DEPENDENCE.”

Geo Energy’s economic performance is important for shareholders and employees, government and communities, particularly in terms of tax contributions, royalties, procurements and our ongoing CSR programmes. Economic growth is considered a key material issue at Geo Energy as driving a profitable energy portfolio is the primary way we are able to create value for all our stakeholders. The Group’s economic performance has had a positive impact on the internal and external environment of the organisation.

Geo Energy’s Indonesia-based assets contribute to the economy of Indonesia by creating jobs and by contributing to the prosperity of the communities in which we operate. They are among the basic resources that form the building blocks of the Indonesian economy. Our business growth and economic performance positively impact our employees and stakeholders as we generate economic value and provide continued employment opportunities to our employees.

Through our SDJ mine we have contributed to the creation of more than 2000 jobs, mostly mining workers employed directly at the SDJ mine. With the impending commencement of our TBR mine, we anticipate a further increase in the number of jobs created over the coming year.

Our direct economic value generated and distributed in 2017 is outlined on page 12 of our 2017 Annual Report. For more detailed information on our economic performance during 2017, please refer to the Financial Statements on pages 85 to 172 of our Annual Report.

We undertake actions to understand the social and economic environment, recognise key stakeholders

and identify the possible social impacts of our operations. We also work closely with our business partners to understand our collective impact and the best approach to work together more effectively. Our CSR officer extensively engages the community in our CSR programmes from inception in order to tailor our programmes to the community’s needs and preferences. Our CSR activities include educational, healthcare, economic and social culture programmes (please see section ‘Our Community Impact’ on page 48 for details). As part of Geo Energy’s broader economic contribution, we also invest in partnerships, programs and initiatives that help support and improve local communities.



PROCUREMENT PRACTICES



Geo Energy has established sound processes and solid governance structures around its procurement activities. Internal policies cover criteria and processes for purchases and payables as well as the selection and annual evaluation of vendors.

These policies provide clear guidance on all our purchasing activities and are effective safeguards against all forms of corruption. As of today, these policies do

not yet explicitly recognise other ESG criteria. We are evaluating how to integrate sustainability more consistently into our procurement practices and will be updating on our progress in future sustainability reports.

We recognise the importance of our relationship with local small businesses and we endeavour to support them by sourcing services locally where possible.

Our strategy is to create independent and strong local communities by focusing on social, economic and environmental aspects in the areas where we operate, such as education, health, environmental hygiene, water availability and creating the financial conditions that will help local communities to improve their standard of living.

“CREATE INDEPENDENT AND STRONG LOCAL COMMUNITIES TO IMPROVE STANDARD OF LIVING.”

HEALTH AND SAFETY

“GEO ENERGY IS COMMITTED TO PROVIDING A SAFE ENVIRONMENT FOR ITS EMPLOYEES AND TO ENSURING THAT THERE IS A SYSTEM TO SUPPORT SAFE BEHAVIOUR OF EMPLOYEES, CONTRACTORS, AND OTHER PARTIES INVOLVED IN THE COMPANY’S ACTIVITIES.”



Health and safety forms the core of our business. We are committed to continuous improvements in the health and safety standards of our operations and the communities in which we operate. We are constantly working towards minimising risk of accidents, injuries and illnesses to our employees, contractors and the local community in which we operate. As part of our Safety Rewards Programme, all employees are participating in weekly and monthly safety talk programmes. This programme has broadened the insight of all employees

into the importance of health, safety, work and environmental concerns and helped to achieve greater engagement of all employees with safe work procedures and our SHE rules.

We adopt a comprehensive safety management system for our mining operations, which includes safety and environmental management plans, rules, codes of practice, manuals and procedures in line with international management systems OHSAS 18001 and ISO 14001, which our employees are required to comply with.

To familiarise our workforce with our health and safety rules, regular safety drills are incorporated into our Group’s fundamental safety procedures and are carried out on a weekly basis with full participation of all onsite employees. We aim to inculcate an understanding of safety culture and procedures in our workplace. The training conducted is focused on developing the safety skills of our workforce, including contract workers. Internal safety checks are conducted weekly to ensure compliance by all our contract staff.

We station safety officers at each of our mining sites to monitor work procedures of all employees, including those of our strategic partner, BUMA, to ensure strict adherence with our safety protocols and to identify shortfalls in our health and safety procedures. When any such shortfalls are identified, we introduce mitigation measures, amend our SOPs or introduce new policies and work instructions if required, to eliminate these risks. Where relevant, we follow internationally recognised benchmark frameworks, such as OHSAS 18001.

Our strong emphasis on safety first and the health of our workers has resulted in a very low occurrence of accidents at our mines. All our employees have targets to achieve zero injuries and fatalities amongst our workforce. Based on our internal safety and health records, we are pleased to report that there were no major injuries or fatalities in 2017.

HEALTH AND SAFETY MANAGEMENT SYSTEMS

SDJ is responsible for and committed to the sustainable and integrated management of health, safety and environment concerns at all stages of mining operations to control the risks and impacts of mining activities. SDJ is committed to the creation of a safe and comfortable working environment, where all employees can perform their obligations without the risk of injury, occupational illness and where the

impact on the environment is reduced to a minimum. Additionally, SDJ is also compliant with government legislation and supports the development of controls for safety, occupational health and the environment as well as post-mining rehabilitation to provide safe and productive conditions in accordance with prevailing laws and regulations. Geo Energy, through SDJ seeks to maintain zero injuries, accidents and negative environmental impacts. We are pleased to report that there were no incidents

of serious injuries during the reporting period.

This subsidiary ensures that the Occupational Safety, Health and Environment policy is understood and implemented by all levels of management, employees and contractors. Safety training is mandatory as prescribed by the government and implemented at the manager level at each site. Daily rehearsals are conducted to ensure that all employees are reminded of our safety culture and procedures.



HEALTH AND SAFETY

Our subsidiary has other important roles relating to managing health and safety impacts such as the environmental rehabilitation of mines at the end of mining. Land is reclaimed by depositing the overburden removed as part of current mining activities onto mined-out areas. Rehabilitation of the reclaimed land is then carried out by the spreading of topsoil onto the surface of the overburden deposition and the planting of native plants. Working in cooperation with our main mining contractor, BUMA, SDJ oversees the handling

of land reclamation and rehabilitation by BUMA and is then itself responsible for revegetation of the reclaimed land.

SDJ's role also includes building and maintaining a harmonious relationship with the community in the process of preparation, execution, control, and rehabilitation of mine sites by active community engagement.

Our commitment includes the prevention of accidents that result in injuries, prevention of property damage as a result of an incident, 'near-misses' or

poor maintenance. The management of Geo Energy is committed to providing excellence through strategic partnering and community engagement delivered by a competent team. To support our commitment, we are working closely with BUMA in implementing our safety management system. Apart from complying with all relevant government regulations, BUMA's SHE policy consists of JOSHE (Joint Observation Safety Health and Environment), ZIAP (Zero Incident Awareness Program), and a daily 5 minutes safety meeting before the start of operations (P5M).

To ensure that the management plans and SOPs are implemented, we provide training for our entire workforce, including our subsidiaries, contractors and employees from local communities. This includes safety inductions (especially for new employees) and education on our SOPs and relevant safety and environment regulations. We carry out safety drills from time to time to ensure that procedures are understood, implemented and a safety culture is instilled in our operations.



Regular trainings are conducted on basic safety skills and procedures for our workforce, including those employed from the local community.

To gauge the effectiveness of our management systems, we commission internal audits by PwC Singapore and conduct joint safety checks with our strategic partner, BUMA to ensure compliance by our staff and contract workers and to confirm that our safety management plans are being implemented across all our mines and operations.

No fatalities were recorded in 2017. The Accident Severity Rate for 2016 and 2017 was zero with no lost days reported.

Accident fatality rate for employees was zero for both 2016 and 2017.

The system of rules applied in recording and reporting accident statistics is the Berdasarkan KepMen K.555. Minor injuries (first-aid level) are included in 'non-fatal workplace injuries'.

HEALTH AND SAFETY FOR EMPLOYEES

Geo Energy is committed to implementing our

Occupational Health and Hygiene Program in an effort to prevent and control common diseases and occupational diseases. Our main focus is to reduce our employees' morbidity and sickness absenteeism rates, including preventive, curative, and rehabilitation health programs. In collaboration with our mining contractor, we regularly carry out fogging activities at the surrounding areas of mine site to prevent the breeding of mosquitoes which may otherwise cause a number of diseases.

We are pleased to report that during the reporting period we did not record any cases of occupational disease. There were no workers with high incidence or high risk of diseases related to their occupation.

WORKER INJURY COMPENSATION

Geo Energy provides additional Work Injury Compensation coverage for all employees, regardless of whether they are classified as miners or as otherwise defined in the Employment Act. This coverage is to compensate workers for the loss of earning capacity resulting

from injury or occupational disease arising out of and in the course of working at our mines. The coverage does not extend to injuries sustained or disease contracted whilst not at the mine during a regular work day. If the injury or disease results in death, compensation is payable to the dependants of the worker.

Any occupational injury sustained at work is required to be immediately reported to Human Resources, and depending upon whether the worker is classified as a workman or otherwise, in addition to the remedies available for the injury, it may fall within the purview of the Work Injury Compensation or be considered under common regulations, i.e. Indonesian law.

HEALTH AND SAFETY FOR THE LOCAL COMMUNITY

Some of the ways in which we ensure the health and safety of local communities during the dry months includes spraying sections of coal haulage roads (which are largely dirt roads or earth roads) by deploying water trucks located near the homes of the local

communities in order to reduce dust pollution. Face masks are also distributed to local residents to help reduce their exposure to dust.

Other measures include:

- Employing local workers and providing the workers with relevant training and opportunities for skills development.
- Our community assistance efforts include making donations in kind to local schools (including providing building materials to build/repair school premises) as well as supporting any social or religious events of the communities.
- Lastly, we regularly make donations such as sarongs for children in local schools and orphanages or basic necessities, such as rice, eggs, cooking oil and sugar, among other things.

OUR EMPLOYEES

“GEO ENERGY AIMS TO BE AN EMPLOYER OF CHOICE. WE RECOGNISE THE IMPORTANCE OF ATTRACTING, DEVELOPING AND RETAINING PEOPLE WITH DIVERSE BACKGROUNDS IN OUR BUSINESS AND REALISE THE BENEFITS OF DEVELOPING THEIR SKILLS.”



At Geo Energy, we aim to employ from the local communities in which we operate, thus providing jobs to local stakeholders. We employ local workers and provide these workers with relevant training and skills development. We also seek to support and promote local businesses and economic activity by engaging them as suppliers. We currently procure food supplies from local suppliers around our mine sites.

In addition to economic empowerment, we are committed to improving and raising the overall living standards of the local communities. Together with the project managers on-site, staff tasked with community development invest time and effort in building relationships with local residents. Through regular engagements with them, we are able to identify the needs of the local communities and partner

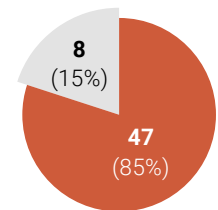
with them to address those needs where feasible. Regular meetings are held with representatives of each village to discuss the progress and implementation of our community assistance plans as well as to address any issues, concerns or complaints that may have arisen. Our community assistance efforts include making donations in kind to local schools (including providing building materials to build/repair school premises) as well as supporting social or religious events of these communities.

INCLUSION AND DIVERSITY IN THE WORKPLACE

It is worth noting that based on the nature of our business, we have more male than female job applicants. We do not have any part-time workers.

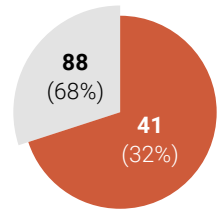
EMPLOYEE PROFILE

Number of Fixed Term/ Temporary Employees



● Male ● Female

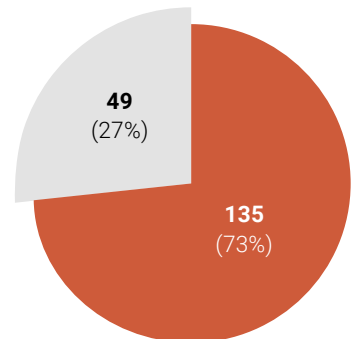
Number of Permanent Employees



● Male ● Female

The ratio of male to female employees can be seen in the graph below.

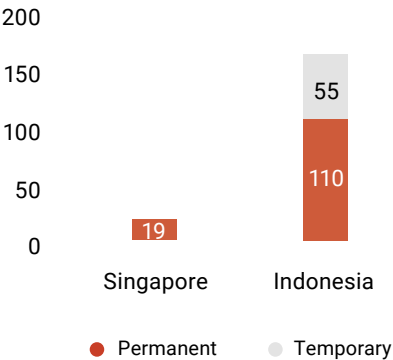
Number of Full-time Employees



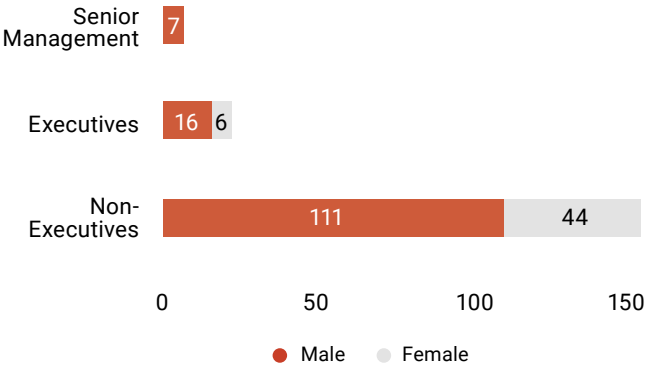
● Male ● Female

As depicted in the graph below, most of our workforce is based in Indonesia where our mining operations are and a smaller number in Singapore office. Our total number of employees by age and category, which are senior management, executive and non-executive are shown in the chart below.

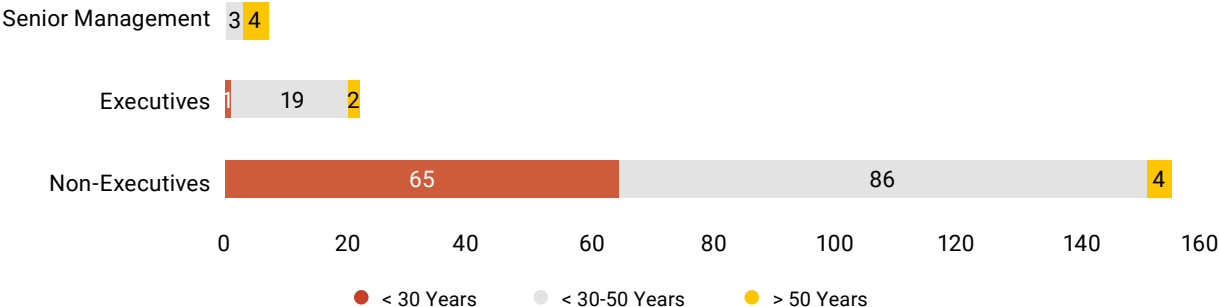
Total Number of Employees by Employee Contract and Region



Total Number of Employees by Employee Category and Gender

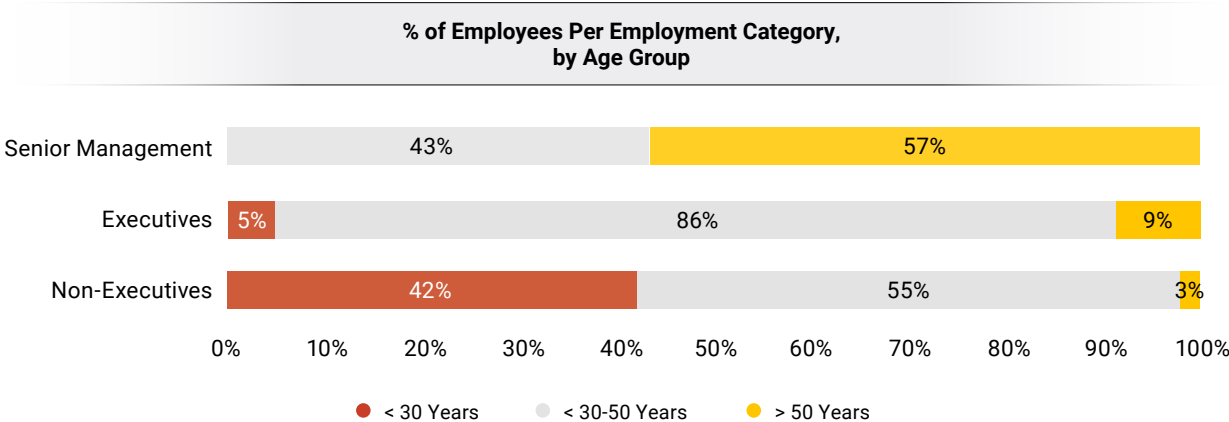
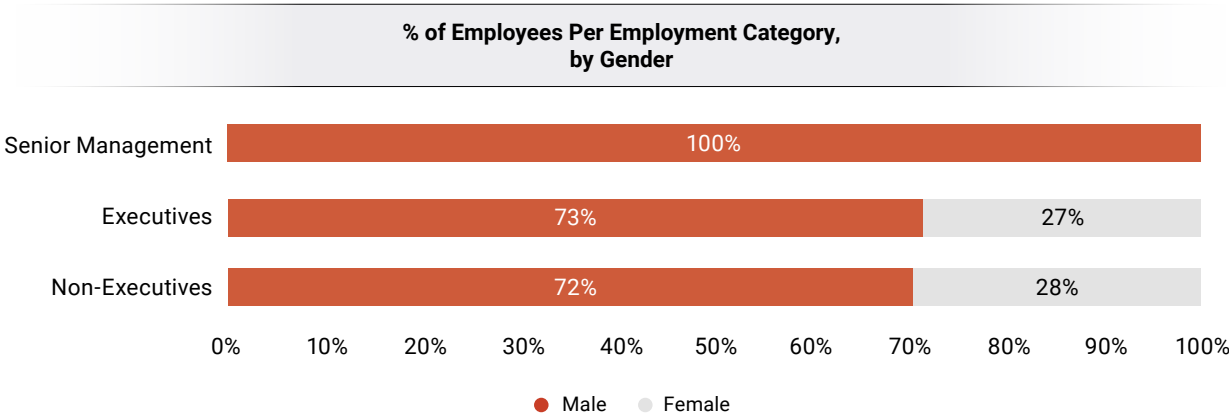


Total Number of Employees by Employee Category and Age Group



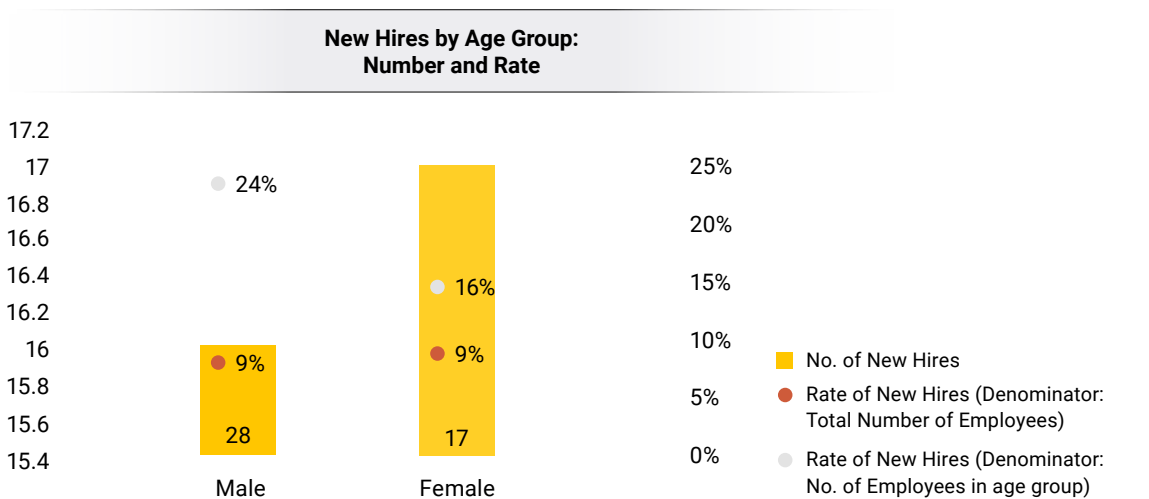
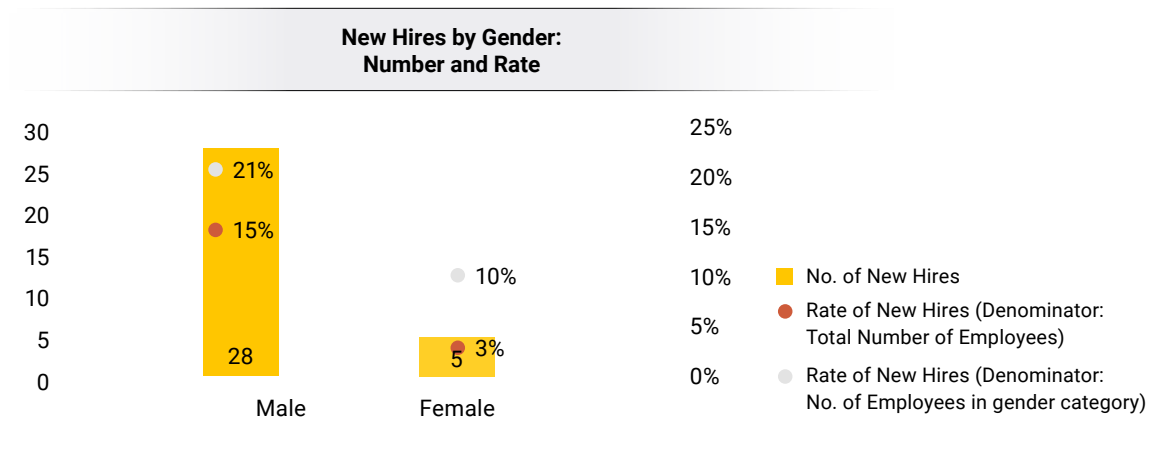
OUR EMPLOYEES

There are 2 individuals in our governance bodies, both are male. One is between 30-50 years old, while the other is above 50 years old.

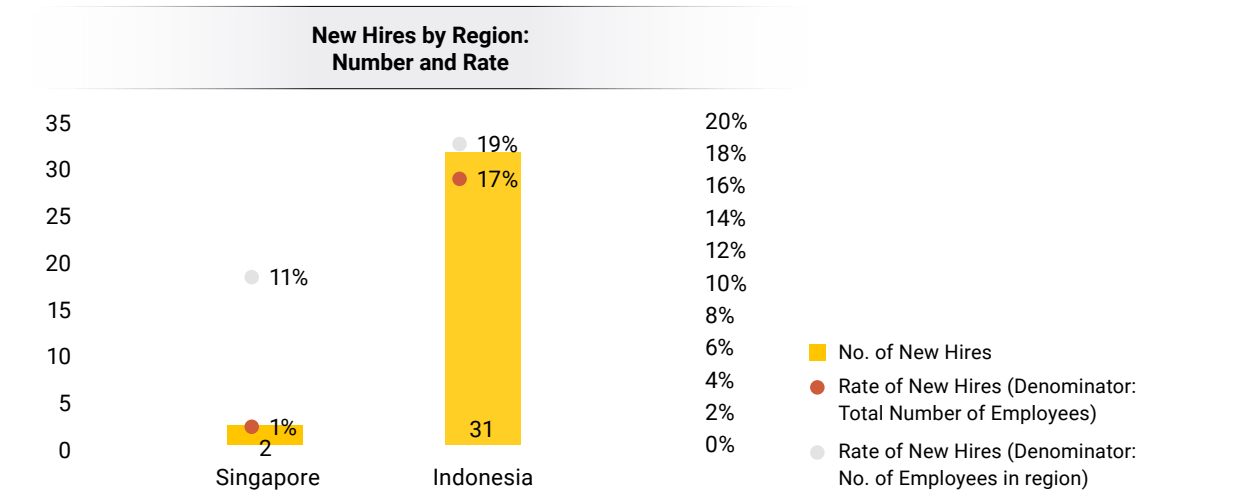


Activities of Geo Energy’s Singapore office are performed by workers who are full time employees. However, in Indonesia, a large proportion of activities are performed by workers who are not employees due to the nature and scale of the work. Thus, these workers are contract workers. They are mostly involved in mining activities.

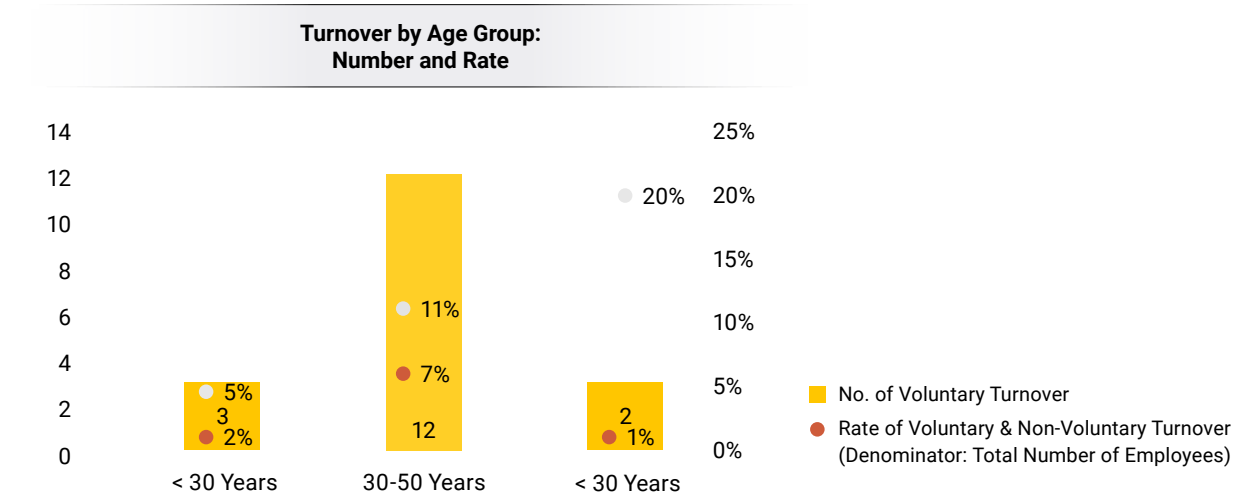
In 2017, there were no significant variations in the total number of employees and we had 33 new hires with an 18% overall new hire rate for the reporting period.



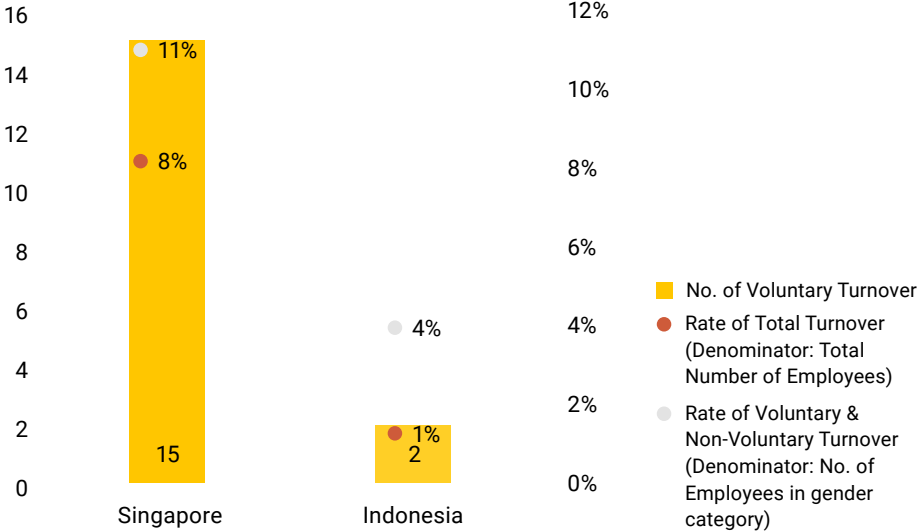
OUR EMPLOYEES



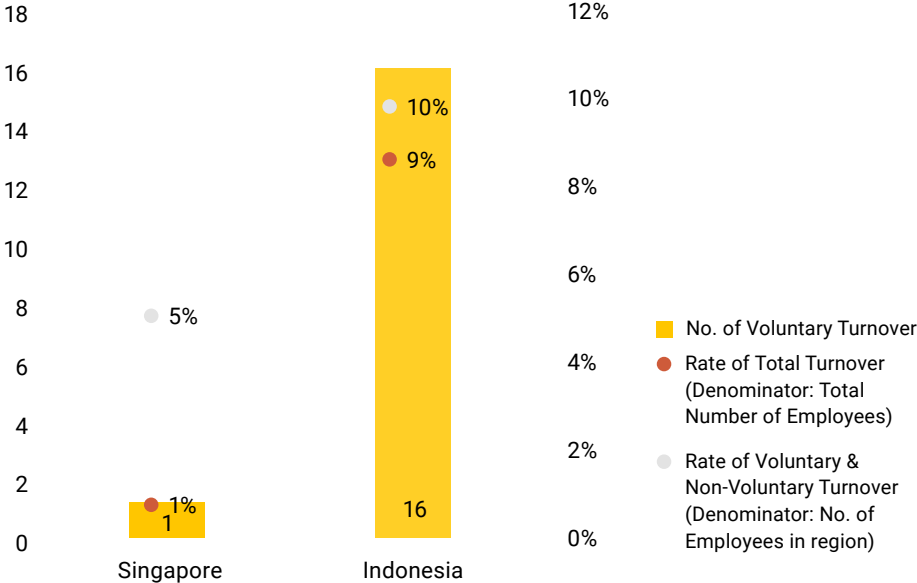
During 2017, the total turnover was 17 resulting in a 9% overall turnover rate.



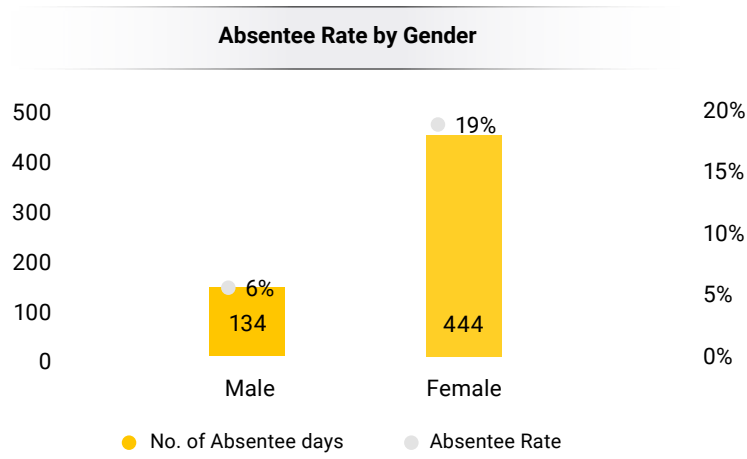
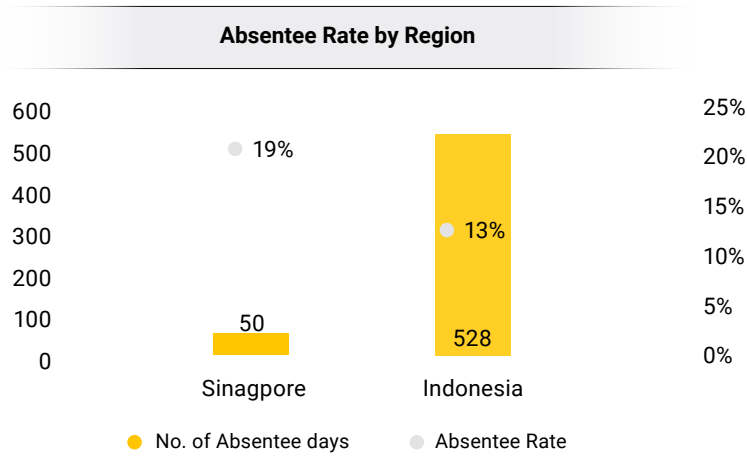
**Turnover by Gender:
Number and Rate**



**Turnover by Rgion:
Number and Rate**



OUR EMPLOYEES



All HR related data in this section was compiled using Apissoft software.

“CREATE A STRONGER LOCAL WORKFORCE, PROVIDE EQUAL EMPLOYMENT AND ADVANCEMENT OPPORTUNITIES TO ALL INDIVIDUALS.”

EMPLOYMENT

We strive to hire locally where possible to enhance the local employment landscape and provide opportunities to communities where we operate.

We support a number of local education and training programmes with the aim of creating a stronger local workforce, which is then better positioned to tap into the opportunities that our operations create.

Geo Energy’s governance bodies comprises of CEO and CFO, who are hired locally in Singapore.

TRAINING AND EDUCATION

The average number of training hours for male and female employees are 7.97 and 3.59 respectively. The average number of training hours for male and female executive employees are 4.5 and 22 respectively while the average number of training hours for male and female non-executive employees are 3.39 and 1.0 respectively.

Performance reviews and planning sessions are designed for supervisors and employees to discuss their current tasks, encourage and recognise attributes, and discuss positive, purposeful approaches for meeting work-related goals. In Singapore, 100% of male employees and 89% of female employees received a regular performance and career development review. In addition, 86% of non-executive employees received a regular performance and career development review, while 100% of Executives and Senior Management employees received a regular performance and career development

review. We are aiming to include all employees in our performance reviews next year.

NON-DISCRIMINATION, DIVERSITY AND EQUAL OPPORTUNITY

Geo Energy does not discriminate in employment opportunities or practices because of race, colour, religion, gender, national origin, age or disability. We believe in gender equality and equal opportunity for all team members. Recruitment and career progression are based on a meritocratic approach. In order to provide equal employment and advancement opportunities to all individuals, employment decisions in the Company are based on merit, qualifications, and abilities.

Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without fear of reprisal. No incidents of discrimination came to our attention during the reporting period.



ENVIRONMENT

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“ENVIRONMENTAL STEWARDSHIP AND MANAGEMENT ARE CRITICAL TO OUR RELATIONSHIPS WITH LOCAL COMMUNITIES AND OUR STAKEHOLDERS IN GENERAL.”

Since the commencement of our operations, Geo Energy has been committed to achieving high standards of environmental management at the mines where we operate. This encompasses meeting local and international standards for mining operations, being efficient in our use of energy, preventing and mitigating water pollution, and managing waste properly. Geo Energy recognizes

that effectively managing environmental impacts is imperative in the mining industry. We are aware of the fact that our operations have environmental impacts and it is our responsibility to manage these impacts.

A cornerstone of our environmental mitigation strategy is that our coal reserves are strategically located underneath a palm oil plantation and we have

“MINIMISING THE DISRUPTION TO THE ENVIRONMENT AND THE COMMUNITIES.”

entered into an agreement with the plantation owner to borrow, use, and return the land upon completion of our mining activities. Under the terms of the agreement, the plantation owner will resume use of the land for cultivation of palm oil trees. We are thus minimising our impact on the natural environment while at the same time lowering the expected costs required for the reforestation of exploited mining sites.

We focus on avoiding and preventing negative impacts where possible, otherwise mitigating and remediating these environmental effects as much as we can. Environmental stewardship and management is very important to our relationships with local communities, regulators and others. We consider environmental management a part of overall good governance. Our environmental management strategies and goals include effective air and water pollution control measures, proper handling and disposal of hazardous and poisonous waste, and continuous improvements of our resource efficiency.

We work in accordance with our SHE policy and aim to improve our environmental performance over time.

ENVIRONMENTAL COMPLIANCE

The Environmental Control Agency (Badan Lingkungan Hidup Daerah) (BLHD) is the government agency responsible for implementing environmental regulations and policies. BLHD coordinates its activities with various government agencies, including the Ministry of Energy and Mineral Resources. In accordance with local regulatory requirements, our mining

operations undergo periodic internal and external environmental audits. The Geo Energy environmental team conducts internal environmental audits, while BLHD conducts external audits. Together we work to improve our procedures and ensure that our Group adheres to the prescribed policies.

During our mining operations, we review the emissions of our operations and apply appropriate environmental quality standards in accordance with regulatory requirements. In addition, we also monitor particulate, gas, and vapour exposure





“SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY FORM THE CORE OF OUR OVERALL STRATEGY. WE BELIEVE IN CREATING A POSITIVE AND LASTING SOCIAL IMPACT ON THE COMMUNITIES. WE PROTECT OUR PEOPLE, THE ENVIRONMENT, AND THE LOCAL COMMUNITIES.”

ENVIRONMENT



in the workplace, in line with our occupational health standards.

In 2017, we did not receive any formal complaints relating to environmental pollution against our Group and Geo Energy had zero cases of non-compliance with environmental laws and regulations in 2017.

ENERGY EFFICIENCY AND CLIMATE CHANGE

Geo Energy is committed to achieving high standards of environmental management at the mines where we operate. We recognise that our business is energy intensive and leads to

greenhouse gas emissions. We are mitigating these impacts by reducing our energy usage and our greenhouse gas emissions where possible.

Climate change directly and indirectly affects Geo Energy's business. The biggest challenges to our current operations caused by climate change so far are changing weather patterns, in particular precipitation. Unpredictable high rainfall makes the roads in our mining area slippery and may increase the risk of accidents. We actively monitor the weather in our operations to ensure that

our workers do not perform risky work in the mining area during heavy rain.

We are tracking the consumption of non-renewable fuel sources and electricity within the mining area. We reduce our energy consumption by reducing the use of lamps, air conditioners and fans whenever our workers are not in the room, stopping the engines of trucks when parked or otherwise using energy saving equipment to reduce the fuel consumption of engines. Geo Energy used 1,470,401 kilojoules of diesel and 97,200 kWh of electricity in 2017,

“COMMITTED TO ACHIEVING HIGH STANDARD OF ENVIRONMENTAL MANAGEMENT.”

ENVIRONMENT



“REDUCING OUR ENERGY AND WATER CONSUMPTION.”

amounting to a total of 351,390 megajoules of energy used. There were no renewable sources of fuel used and no sale of energy in 2017¹.

Geo Energy’s 2017 energy intensity is 218,221 kilojoules per employee or 60.8 kilojoules per man-hour worked. This includes diesel and electricity consumed

within the organisation. Geo Energy’s 2017 GHG emissions Scope 1 and location-based Scope 2 emissions are 108,972 tonnes of carbon dioxide equivalent and 119 tonnes of carbon dioxide respectively².

Geo Energy’s 2017 GHG emissions intensity is 67.75 tonnes of carbon dioxide

equivalent per employee or 18.87 kilograms of carbon dioxide equivalent per man-hour worked. The intensities include both Scope 1 and Scope 2 emissions.

WATER

Water is a vital resource and one that has high economic, environmental and social value. It represents a basic human right for communities. As part of our mining operations, we use water (e.g. for the watering of roads, to prevent the formation of dust clouds). Water from the mine is deposited for mine water drainage. Geo Energy consumed 10,531 cubic metres of groundwater in 2017.

During 2017, no water sources were significantly affected by Geo Energy’s withdrawal of water.

EFFLUENTS AND WASTE

At Geo Energy, we strive to ensure that all

¹ Energy consumption conversion methodologies are applied from the Carbon Disclosure Project’s 2016 publication of Technical Note: Conversion of fuel data to MWH. Calorific value and density of diesel is sourced from Greenhouse Gas (GHG) Protocol’s Emission Factors from Cross Sector Tools (March 2017).

² Gases included in Scope 1 are carbon dioxide, methane and nitrous oxide. Diesel emission factors are from Greenhouse Gas (GHG) Protocol’s Emission Factors from Cross Sector Tools (March 2017). Grid emission factors are from the Ministry of Energy and Mineral Resources of the Republic of Indonesia, for the interconnected system of Barito (includes South and Central Kalimantan), year 2014. Carbon dioxide (CO2) is the only greenhouse gas included in this calculation

standards, procedures and regulations relating to waste are implemented and consistently adhered to as this is an important issue for us. We take measures to ensure all employees are aware of all new and revised waste regulations via regular training and information sharing sessions. All employees in charge of hazardous and toxic waste materials are made aware of the procedures and regulations relating to the waste. We ensure the availability of equipment for waste management and control.

SOLID WASTE

Waste such as used oil, scrap metal and worn tyres are brought to designated dump sites at the mines to be collected and removed by third party contractors periodically. Batteries and solutions are collected and stored in sealed containers, in accordance with the international Material Safety Data Sheet (MSDS).

The appropriate waste disposal method is determined by waste disposal contractors at their discretion.

WASTEWATER

Stringent testing and removal of oil and other pollutants, testing of acidity level and treatment is carried out before the disposal of wastewater. We ensure that we conduct adequate wastewater testing. Water with a pH below 6 is treated until it is in accordance with the standard value of quality. For 2017, there were no water discharges and wastewater is managed by creating settling ponds as a place of treatment.

During 2017, we have had no spill incidents leading to impacts on human health, land, vegetation, water bodies and groundwater.

HAZARDOUS WASTE

All hazardous wastes are disposed of and handled in accordance with applicable laws or regulations.

Some hazardous and toxic waste materials that are used are oil, lead, asbestos, laboratory waste, fly ash and ash base with concentrations above the threshold value, solvents and paints, acids / bases, batteries, and pesticides. Some of these hazardous waste materials can be explosive, flammable, toxic, reactive, can cause irritation if exposed to the body and can be corrosive, carcinogenic or mutagenic in nature. Employees who are responsible for handling

**“MITIGATING
OUR
ECOLOGICAL
FOOTPRINT.”**



ENVIRONMENT

“CREATING A POSITIVE SOCIAL IMPACT ON THE COMMUNITIES.”

hazardous waste are equipped with appropriate and adequate personal protective equipment to handle hazardous waste.

Like the different streams of waste, ammonium nitrate has a specific sewage disposal system and MSDS instructions are strictly followed by the personnel handling these chemicals. To meet the requirements for the disposal of hazardous waste, waste is collected by official contractors approved by the local Environmental Department (Dinas Lingkungan Hidup) and Local Government

to dispose waste in accordance with the established Standard Operating Procedures (SOPs).

NON-HAZARDOUS WASTE

Waste management is one of the obligations outsourced to BUMA. Geo Energy ensures that BUMA follows the agreed SHE policy at all times. Non-hazardous and non-toxic waste that is generated as a product of our operations is rubber, plastic, paper, wood, wrapping, kitchen waste, glass and other light waste which is typically disposed

of in a landfill by approved waste contractors.

All waste disposal sites at our mine sites are recorded in the mine plan and approved in writing by senior management. The Chairman of the Keselamatan Kesehatan Kerja Lingkungan Hidup (Health & Safety Environment Committee, K3LH) and all department heads ensure the availability of adequate waste bins complete with appropriate color codes and labels in all work areas under their responsibility. Waste rubber, paper, and plastics are separated in special waste bins to accommodate



different plastic, paper and rubber waste, and shipped / resold to companies that can recycle these materials. Metal waste (aluminium, steel, iron, copper) is not categorised as hazardous waste, unless the waste metal is contaminated by hazardous materials, and is typically sent for recycling.

BIODIVERSITY

Biodiversity and its associated ecosystem services are fundamental to maintaining the provision of food and water for society. During 2017, our operations have had impacts on the biodiversity in the areas in which we operate. Species of plants in the form of

scrubs are lost in the mining area. The area will be replanted with scrubs after mining and reclamation. It will take 1-2 years to fully restore the area.

We are pleased to report, however, that due to our mine being located within an active palm oil plantation, no sites of high biodiversity value or protected areas were affected by our mining operations during the reporting period. We have conducted Environmental Impact Assessments ('AMDAL') for our mining operations and have Environmental Monitoring ('UPL') in place.



Together with our business partner, BUMA, we have formulated comprehensive post-mining reclamation and rehabilitation plans to manage the natural environment and our impacts on it while we carry out our mining operations.

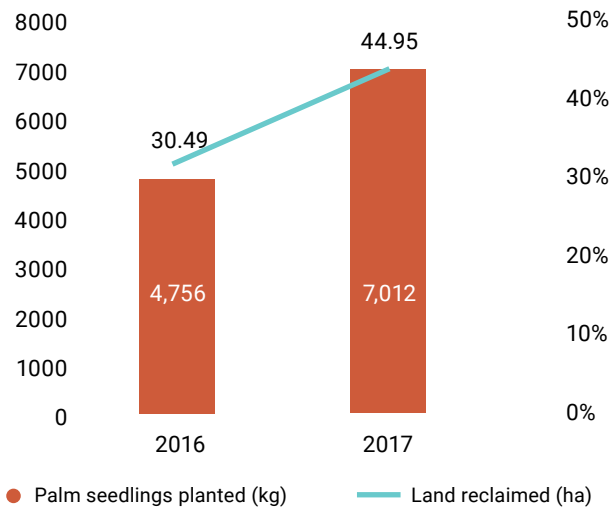
These plans take into consideration the geological characteristics of our mining sites in order to better manage the environment. It is our Group's plan to rehabilitate land as soon as it is no longer mined rather than wait until the end of mine life. Land reclamation activities involve the deposition of the overburden, the material that lies above an area such as the rock, soil, and plantation ecosystem that lies above a coal seam or ore body in mined-out areas. While rehabilitation activities involve the spreading of topsoil over the surface of

the overburden deposited and the planting of palm tree seedlings to restore the original environment of the parts of the palm oil plantation that were temporarily displaced by our mining operations.

We are pleased to report that as part of our Reclamation Plan for the period from 2016 to 2020, the total land area returned to productive plantation use in 2017 was 44.95 hectares. This represented an increase of more than 47% over 2016. Altogether 7,012 kg oil palm seedlings were planted as part of our reclamation program in the reporting period.

Good community relations are as vital for our business success as the effective management of our operations. Our overall approach is to work with the

Summary of Land Reclamation



OUR COMMUNITY IMPACT



“WE CONTRIBUTE TO THE ECONOMIC DEVELOPMENT OF LOCAL COMMUNITIES BY EMPOWERING THEM WITH JOB AND INCOME OPPORTUNITIES, EDUCATION AS WELL AS INFRASTRUCTURE DEVELOPMENT.”

communities, get feedback from them and to build and maintain good relationships with them wherever we operate.

All of Geo Energy’s operations have implemented local community engagement, impact assessments, and/or development programs. At the Angsana location, noise from mining operations was a potential issue, therefore mitigative action such as controlling the speed of vehicles, was taken. The dry season made the area dusty if there was no watering of the hauling road. Therefore we undertook steps together with BUMA to address this issue.

We believe in creating a positive and lasting social impact on the communities in the areas we operate in. As we continue to care for the local communities, we are able to develop successful partnerships based on mutual understanding, trust and respect. Together, we work hand in hand to identify and evaluate the needs of the community as well as the actual and potential social consequences of our operations at every stage of the mine’s life cycle. This allows us to focus our CSR efforts on improving the livelihood of these communities, in addition to protecting the environment

around the mining sites, as described above.

Community involvement is also the cornerstone of our employment policy at our mines. Wherever possible, we employ local workers and provide these workers with relevant training and skills development. We also seek to support and promote local businesses and economic activities by continuously engaging them as suppliers. We currently mainly procure food from local suppliers around our mine sites. We are looking at ways to formalise this approach in our employment and procurement policies.

In addition to economic empowerment, we are committed to improving the general living standards of the local communities. Our Community Development personnel invest time and effort in building relationships with local residents to identify the needs of local communities and partner with them to address those needs where feasible.

We also hold regular meetings with representatives of each village to discuss

the progress and implementation of our community assistance plans as well as to address any issues, concerns or complaints that may have arisen.

Our community assistance efforts include making donations in kind to local schools (including providing building materials to build or repair school premises) as well as supporting social or religious events of the communities.

Examples of our community outreach programmes include:

- In June 2017, our staff members from the corporate office in Jakarta visited Yayasan Rumah Piatu Muslimin, one of the orphanages in Central Jakarta. This orphanage is committed to accommodate, nurture and educate orphans for free and to help these children eventually live independently. Donations were made to the orphanage in the form of basic necessities, such as rice, eggs, cooking oil and sugar, among other things.

- Another effort in building relationships with the local community was the visit to Nurul Iman orphanage in July 2017 where our staff spent time and broke fast together with the children and their staff members. Donations were also made in the form of a sarong for each child.
- On 15 June 2017, our JKT office held a Buka Puasa Bersama for employees' bonding time and mutual respect among religious people in our company. All Jakarta office staff attended this event including our CEO, CFO and Directors. The event began with a welcome speech from the Directors and closed with prayer, breaking fast and dinner together.
- Our on-site personnel also held breaking fast sessions together with members of three mosques surrounding our mine site, to whom we also made a donation in the form of two prayer mats for each of the mosques.
- As part of our ongoing CSR efforts, our Singapore team and Jakarta colleagues have participated in the Run for Hope 2018. This charity run was organised by the National Cancer Centre in collaboration with various organisations to raise awareness and support for cancer research. We also encouraged our employees' family members to join the run as a bonding opportunity.
- We have established the Geo Energy Bursary with the Singapore Institute of Technology to provide financial assistance to deserving and financially disadvantaged students enrolled in the Institute. The financial contribution amounts to S\$60,000 over a period of 4 years commencing from Academic Year 2018.

OUR COMMUNITY IMPACT

COMMUNITY INVESTMENT PROGRAMS

Our CSR investment program in the vicinity of our mines rests on four pillars:

- Education & Knowledge
- Health & Nutrition
- Social Culture & Religion
- Infrastructure & Development

During 2017, with the support from our mining contractor, BUMA, our community investments in Indonesia amounted to approximately IDR 3.1 billion, (equivalent to approximately US\$ 0.2 million). In 2017, we are proud to have made the following contributions to the well-being of the communities that live in the ten villages located in close proximity to mines:

Project	Activities
Education	Teacher Competency Development Development of Playground Facilities
Health	Improving the nutrition of children and elderly citizens
Art, Culture and Religious	Providing musical equipment and art supplies
Infrastructure	Development of Nurul Hijrah Mosque Drilling of wells and installation of water tanks Building of new bridges, gates, cottage
Others	Support for livestock farmers Renovation of villages Making chairs and tables Internet for Schools

For 2018 we are planning to more than double our community investments. We have budgeted IDR 7,300,000,000 for various projects and are looking forward to reporting on our progress in Geo Energy's next Sustainability Report.

GRI CONTENT INDEX

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
General Disclosures			
Organisation Profile			
GRI 102: General Disclosures 2016	102-1	Name of the organization	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-2	Activities, brands, products, and services	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-3	Location of headquarters	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-4	Location of operations	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-5	Ownership and legal form	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-6	Markets served	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-7	Scale of the organization	Geo Energy Annual Report 2017, pages 3, 12, 14, and 85-172
GRI 102: General Disclosures 2016	102-8	Information on employees and other workers	Our Employees > Employee Profile, page 32-33
GRI 102: General Disclosures 2016	102-9	Supply chain	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-10	Significant changes to the organization and its supply chain	Welcome and Readers' Guide, page 01
GRI 102: General Disclosures 2016	102-11	Precautionary Principle or approach	Governance > Risk Identification & Management, page 25
GRI 102: General Disclosures 2016	102-12	External initiatives	Governance > Human Rights, page 24 Health and Safety > Health and Safety Management Systems, page 29-31
GRI 102: General Disclosures 2016	102-13	Membership of associations	None
Strategy			
GRI 102: General Disclosures 2016	102-14	Statement from senior decision-maker	Chairman & Group CEO's Statment, page 06-09
Ethics and Integrity			
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	Welcome and Readers' Guide, page 02-03

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Governance			
GRI 102: General Disclosures 2016	102-18	Governance structure	Geo Energy's Approach to Sustainability > Our Sustainability Framework, page 13
Stakeholder Engagement			
GRI 102: General Disclosures 2016	102-40	List of stakeholder groups	Our Materiality > Our Stakeholder Engagement, page 20
GRI 102: General Disclosures 2016	102-41	Collective bargaining agreements	In 2017, none of our employees were covered by collective bargaining agreements.
GRI 102: General Disclosures 2016	102-42	Identifying and selecting stakeholders	Our Materiality > Our Stakeholder Engagement, page 18-20
GRI 102: General Disclosures 2016	102-43	Approach to stakeholder engagement	Our Materiality > Our Stakeholder Engagement, page 18-20
GRI 102: General Disclosures 2016	102-44	Key topics and concerns raised	Our Materiality > Our Stakeholder Engagement, page 20
Reporting Practice			
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	Geo Energy Annual Report, page 135
GRI 102: General Disclosures 2016	102-46	Defining report content and topic Boundaries	Our Materiality, page 15-17
GRI 102: General Disclosures 2016	102-47	List of material topics	Our Materiality, page 16
GRI 102: General Disclosures 2016	102-48	Restatements of information	Not applicable, as this is our inaugural Sustainability Report
GRI 102: General Disclosures 2016	102-49	Changes in reporting	Not applicable, as this is our inaugural Sustainability Report
GRI 102: General Disclosures 2016	102-50	Reporting period	Welcome and Readers' Guide, page 05
GRI 102: General Disclosures 2016	102-51	Date of most recent report	Not applicable, as this is our inaugural Sustainability Report
GRI 102: General Disclosures 2016	102-52	Reporting cycle	Welcome and Readers' Guide, page 05
GRI 102: General Disclosures 2016	102-53	Contact point for questions regarding the report	Welcome and Readers' Guide, page 05
GRI 102: General Disclosures 2016	102-54	Claims of reporting in accordance with the GRI Standards	Welcome and Readers' Guide, page 05
GRI 102: General Disclosures 2016	102-55	GRI content index	GRI Content Index, page 51-60
GRI 102: General Disclosures 2016	102-56	External assurance	Welcome and Readers' Guide, page 05

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
TOPIC SPECIFIC DISCLOSURES			
Category: Economic			
Economic Performance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Economic Performance, page 26
GRI 103: Management Approach 2016	103-2	The management approach and its components	Economic Performance, page 26
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Economic Performance, page 26
GRI 201 : Economic Performance 2016	201-1	Direct economic value generated and distributed	Geo Energy Annual Report, pages 85-172
Anti-Corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Governance > Ethics and Integrity, page 24
GRI 103: Management Approach 2016	103-2	The management approach and its components	Governance > Ethics and Integrity, page 24
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Governance > Ethics and Integrity, page 24
GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Governance > Ethics and Integrity, page 24
Category: Environment			
Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Environment > Energy Efficiency and Climate Change, page 43-44
GRI 103: Management Approach 2016	103-2	The management approach and its components	Environment > Energy Efficiency and Climate Change, page 43-44
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment > Energy Efficiency and Climate Change, page 43-44

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environment > Energy Efficiency and Climate Change, page 43-44 a. We used 1,470,401 kilojoules of diesel b. Nil c. We consumed 97,200 kWh of electricity d. Nil e. Environment > Energy Efficiency and Climate Change, page 43-44 f. & g. Carbon Disclosure Project. Technical Note. Conversion of fuel data to MWh, 2016.
GRI 302: Energy 2016	302-3	Energy intensity	a. & b. Environment > Energy Efficiency and Climate Change, page 43-44 c. Diesel fuel and electricity d. Energy consumption within the organisation
Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Environment > Water, page 44
GRI 103: Management Approach 2016	103-2	The management approach and its components	Environment > Water, page 44
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment > Water, page 44
GRI 303: Water 2016	303-1	Water withdrawal by source	Environment > Water, page 44
GRI 303: Water 2016	303-2	Water sources significantly affected by withdrawal of water	Environment > Water, page 44
Biodiversity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Environment > Biodiversity, page 47
GRI 103: Management Approach 2016	103-2	The management approach and its components	Environment > Biodiversity, page 47
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment > Biodiversity, page 47
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment > Biodiversity, page 47

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Environment > Biodiversity, page 47
Emissions			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Environment > Energy Efficiency and Climate Change, page 43-44
GRI 103: Management Approach 2016	103-2	The management approach and its components	Environment > Energy Efficiency and Climate Change, page 43-44
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment > Energy Efficiency and Climate Change, page 43-44
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environment > Energy Efficiency and Climate Change, page 43-44 Greenhouse gas conversion is based on the Greenhouse Gas (GHG) Protocol. Emission factors for electricity consumed are sourced from the Ministry of Energy and Mineral Resources of the Republic of Indonesia, for the interconnected system of Barito (includes South and Central Kalimantan), year 2014. Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 were used for diesel conversions. The gases included in the conversion of diesel are CO ₂ , CH ₄ and N ₂ O
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Environment > Energy Efficiency and Climate Change, page 43-44 Greenhouse gas conversion is based on the Greenhouse Gas (GHG) Protocol. Emission factors for electricity consumed are sourced from the Ministry of Energy and Mineral Resources of the Republic of Indonesia, for the interconnected system of Barito (includes South and Central Kalimantan), year 2014. Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 were used for diesel conversions. The gases included in the conversion of diesel are CO ₂ , CH ₄ and N ₂ O

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GRI 305: Emissions 2016	305-4	GHG emissions intensity	Environment > Energy Efficiency and Climate Change, page 43-44 GHG emissions included in the intensity ratio are Scope 1 and 2 Greenhouse Gas Protocol Emission Factors from Cross Sector Tools, March 2017 were used for diesel conversions. The gases included in the conversion of diesel are CO ₂ , CH ₄ and N ₂ O
Effluents and Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Environment > Effluents and Waste, page 44-45 Environment > Solid Waste, page 45 Environment > Wastewater, page 45 Environment > Hazardous Waste, page 45-46 Environment > Non-Hazardous Waste, page 46-47
GRI 103: Management Approach 2016	103-2	The management approach and its components	Environment > Effluents and Waste, page 44-45 Environment > Solid Waste, page 45 Environment > Wastewater, page 45 Environment > Hazardous Waste, page 45-46 Environment > Non-Hazardous Waste, page 46-47
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment > Effluents and Waste, page 44-45 Environment > Solid Waste, page 45 Environment > Wastewater, page 45 Environment > Hazardous Waste, page 45-46 Environment > Non-Hazardous Waste, page 46-47
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	Environment > Wastewater, page 45
GRI 306: Effluents and Waste 2016	306-3	Significant spills	Environment > Wastewater, page 45
Environmental Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Environment > Environmental Compliance, page 41-43

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GRI 103: Management Approach 2016	103-2	The management approach and its components	Environment > Environmental Compliance, page 41-43
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Environment > Environmental Compliance, page 41-43
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Environment > Environmental Compliance, page 41-43
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Procurement Practices, page 27
GRI 103: Management Approach 2016	103-2	The management approach and its components	Procurement Practices, page 27
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Procurement Practices, page 27
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	No new suppliers were screened using environmental criteria in 2017, but the Group is planning to introduce such screening in the current reporting period.
Category: Social			
Labour-Management Relations			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Our Employees, page 32
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Employees, page 32
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Employees, page 32
GRI 402: Labour-Management Relations 2016	402-1	Minimum notice periods regarding operational changes	In the event of termination or staff resignation, there is a minimum notice period of one to three months depending on the staff's job grade. Due to operational requirements, senior management staff are required to serve a notice of three to six months
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Health and Safety, page 28-31
GRI 103: Management Approach 2016	103-2	The management approach and its components	Health and Safety, page 28-31

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Health and Safety, page 28-31
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety > Health and Safety Management Systems, page 29-31 Health and Safety > Health and Safety for Employees, page 31
GRI 403: Occupational Health and Safety 2016	403-3	Workers with high incidence or high risk of diseases related to their occupation	Health and Safety > Health and Safety for Employees, page 31
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Our Employees > Training and Education, page 39
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Employees > Training and Education, page 39
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Employees > Training and Education, page 39
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Our Employees > Training and Education, page 39
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Our Employees > Training and Education, page 39
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our Employees > Employee Profile, page 33-34

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
Non-discrimination			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Our Employees > Non-Discrimination, Diversity and Equal Opportunity, page 39
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Governance > Human Rights, page 24
GRI 103: Management Approach 2016	103-2	The management approach and its components	Governance > Human Rights, page 24
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Governance > Human Rights, page 24
GRI 412: Human Rights Assessment 2016	412-2	Employee training on human rights policies or procedures	We have not conducted training on human rights policies or procedures concerning aspects of human rights that are relevant to our operations in FY2017.
GRI 412: Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Governance > Human Rights, page 24
Local Communities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Our Community Impact, page 48-50
GRI 103: Management Approach 2016	103-2	The management approach and its components	Our Community Impact, page 48-50
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Our Community Impact, page 48-50

GRI Standard	Disclosure Number	Disclosure Title	Page Number and Reasons for Omissions, if applicable
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Our Community Impact, page 48-50
GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	Our Community Impact, page 48
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Procurement Practices, page 27
GRI 103: Management Approach 2016	103-2	The management approach and its components	Procurement Practices, page 27
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Procurement Practices, page 27
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	No suppliers were assessed for social impacts in 2017, but the Group is planning to introduce the relevant policies and procedures in the current reporting period.
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Materiality, page 15-17 Governance, page 24-25
GRI 103: Management Approach 2016	103-2	The management approach and its components	Governance, page 24-25
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	Governance, page 24-25
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Governance > Compliance, page 24

