



golden energy and resources



SUSTAINABILITY REPORT 2021





ABOUT THIS REPORT

Golden Energy and Resources Limited's ("**GEAR**" or the "**Group**") Sustainability Report (the "**Report**") for the financial year ended 31 December 2021 ("**FY2021**") covers the sustainability performance, policies and practices with regards to the most material environmental, social and governance ("**ESG**") matters to GEAR and our stakeholders from 1 January 2021 to 31 December 2021, unless otherwise stated. Where possible, data from 2019 and 2020 have been included for comparison.

This Report is focused on the energy coal mining operations of our subsidiary, PT Borneo Indobara ("**BIB**") as its production volume accounts for more than 81% of our Group's total energy and metallurgical coal production volume. However, in the event that our Australian subsidiaries' operations begin to have a material impact on our financials, we will consider including such operations in our sustainability reporting. While some of BIB's policies and practices are aligned group-wide, others are specific to our subsidiary, PT Golden Energy Mines Tbk ("**GEMS**").

The Report has been prepared in accordance with the Global Reporting Initiative ("**GRI**") Standards: Core Option and Five Primary Components set out in the SGX-ST Listing Rule 711B. The GRI Standards were selected as they represent the global best practice for reporting an organisation's sustainability impacts. In efforts to keep up with developing sustainability requirements, GEAR has started working towards timely compliance with these new requirements. With the new GRI Universal Standards effective 1 January 2023, we are reviewing our data to transition to the new GRI Standards in subsequent reports. Announced on 1 January 2022, the Singapore Exchange Securities Trading ("**SGX-ST**") Listing Rule 711B and the Singapore Exchange ("**SGX**") Sustainability Reporting Guide mandated listed companies in the energy industry to include climate-related disclosures starting 2023. These new requirements include climate-related disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures ("**TCFD**"), internal review of the sustainability reporting process, mandatory sustainability training for directors, and an increased emphasis on board and employee diversity. In compliance with the regulations and recognising climate reporting as an important first step towards efforts to mitigate the effects of climate change, GEAR will be embarking on our climate-related risk assessment exercise in 2022.

In line with our Group's sustainability efforts, this Report is published exclusively online and is available for download from 31 May 2022 from our corporate website at <https://gear.com.sg/sustainability/>.

For any queries in relation to this Report, please address them to sr@gear.com.sg.

*Photographs in this Report where employees are not wearing masks were taken prior to the COVID-19 pandemic.

CONTENTS

	About this Report		
02	Board Statement	35	Minimising Adverse Environmental Impact and Strengthening Climate Resilience
03	About Golden Energy and Resources	36	Nurturing the Environment
04	Economic Performance	37	Air Quality Management
05	Sustainability Governance	39	Energy Consumption and Greenhouse Gas Emissions
05	Our Sustainability Framework	41	Solid Waste Management
06	Our Sustainability Team	42	Land Management
07	Engagement with our Stakeholders	44	Water Resource Management
09	Focusing on What Matters Most	48	Securing the Livelihoods and Protecting the Rights of our Communities
11	ESG Highlights in FY2021	49	Empowering Local Communities
12	Nurturing and Safeguarding Our Human Capital	53	Achieving Sustainable Growth Through Business Resilience and Operational Excellence
13	Health and Safety Protection of our Stakeholders	54	Governance and Ethics
14	Our COVID-19 Response	55	Whistle-blowing
19	Occupational Health & Safety	56	Appendix A: Definitions, Boundaries and Methodologies
31	Labour Relations	60	Appendix B: Sustainability in Numbers
32	Looking after our Employees & Talent Management	68	Appendix C: Global Reporting Initiative ("GRI") Index
32	Profile of our Workforce		
33	Labour Relations Management		

BOARD STATEMENT

Dear Stakeholders,

GEAR's Board of Directors (the "**Board**") is pleased to share our fifth Sustainability Report for FY2021. Amidst the ongoing COVID-19 pandemic, the Board continues to address sustainability in our operations and the concerns of our stakeholders.

Coal is a major resource used in the global energy system, accounting for 37% of global electricity generation. As our business operations are in the energy and resource industry, GEAR places a strong emphasis on operating in a sustainable and environmentally-friendly manner. The sustainability framework developed in FY2020 steers us to strengthen our commitment to positively impact economies, environment, societies, and governance. Recognising that businesses are integral to the achievement of these goals, we support United Nation's 2030 Agenda for Sustainable Development and have identified ten United Nations Sustainable Development Goals ("**SDGs**") with which we align our Group's sustainability initiatives. We are proud to share that BIB performed well in safety, environmental and corporate social responsibility aspects in FY2021 and received multiple awards from the Ministry of Energy and Mineral Resources, Indonesia and other organisations.

FY2021 was another year of resilience and adaptation for GEAR and its stakeholders. Since the start of the COVID-19 pandemic, GEAR implemented various precautionary measures within the Group to comply with national COVID-19 safety measures to protect the health and safety of our stakeholders. Through the events of the pandemic, GEAR recognised the importance of business transformation and digitisation in adapting to the 'new normal'. BeSAFE, our COVID-19 contact tracing digital application introduced in 2020, has proven to be an effective tool in the event of viral transmission and we have continued to improve it in FY2021. Beyond complying with local regulations and developing business continuity plans, GEAR has also extended our care to our communities in Singapore and Indonesia through our Corporate Social Responsibility ("**CSR**") initiatives such as food donations and skills training to help them cope with the pandemic.

While business conditions are expected to remain uncertain for the foreseeable term, the Board is confident that GEAR will remain competitive. Notwithstanding the reduction in production volume due to unfavourable weather conditions in South Kalimantan, GEAR's revenue increased by 61.2% from FY2020 to USD\$1.87 billion in FY2021, primarily attributed to an increase in coal price. GEAR was also able to tap into a more extensive group of customers by diversifying into metallurgical coal and gold production. Overall, GEAR is expected to meet our near-term obligations and can support future expansion plans while complying with to all COVID-19 regulatory requirements.

The Board has evaluated GEAR's material ESG matters and is of the opinion that these matters remain material to the Group for FY2021. Managing climate change remains one of our top priorities, and GEAR intends to prepare our subsequent sustainability reports consistent with TCFD recommendations. Additionally, Scope 3 emissions will also be progressively incorporated in our future sustainability reports. In line with the updated SGX requirements, GEAR will be conducting an internal review of our subsequent sustainability reporting processes to ensure and enhance the quality of our ESG disclosures. Furthermore, with SGX's board diversity disclosure requirements coming into effect in the next fiscal year, we will be reviewing and improving our policies and practices to ensure diversity and equal opportunity in the workplace and Boardroom.

To accelerate our sustainability efforts, we have established our Sustainability Team led by Group's CEO under the overall guidance of Board. We will continue to work with our stakeholders for a responsible operation and sustainable future.



ABOUT GOLDEN ENERGY AND RESOURCES

GEAR is a Singapore-listed leading energy and resources company in the Asia-Pacific region.

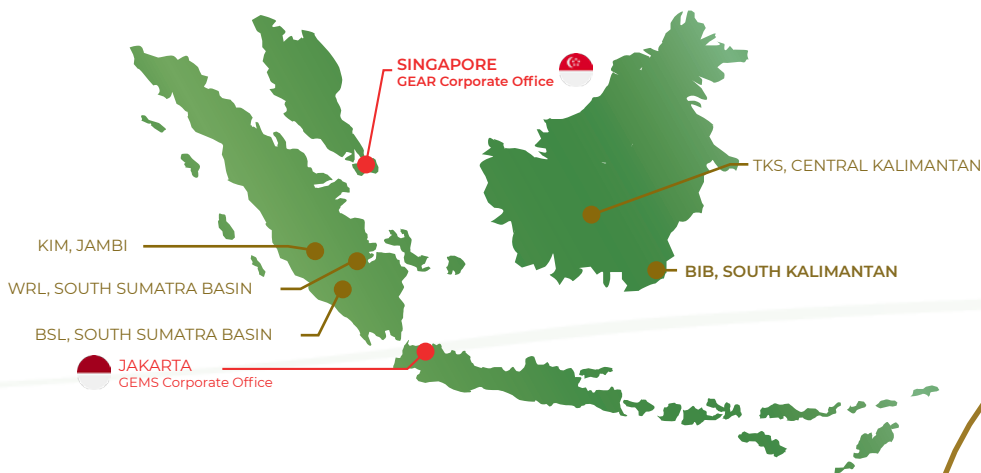
In FY2021, our businesses include:

- ▶ Mining of energy coal through our subsidiary PT Golden Energy Mines (“**GEMS**”) (62.5%) operating in Indonesia;
- ▶ Mining of metallurgical coal through our subsidiary Stanmore Resources Limited¹ (“**Stanmore**”) (75.3%) operating in Australia;
- ▶ Mining of gold through Ravenswood Gold Pty Ltd (“**Ravenswood Gold**”) (50%) operating in Australia; and
- ▶ Various investments in renewable energy projects in Asia.

GEMS has more than 2.9 billion tonnes of energy coal resources and over 1 billion tonnes of coal reserves. Stanmore has metallurgical coal resources and marketable coal reserves estimates of 1.7 billion tonnes and 125.4 million tonnes respectively, and a coal handling and preparation plant capacity of up to 3.5 million tonnes per annum. Ravenswood Gold has approximately 4.4 million ounces of gold resources and 2.6 million ounces of gold reserves, and a gold processing facility handling up to 5.0 million tonnes per annum.

Figure 1: GEAR’s areas of operation

INDONESIA & SINGAPORE



AUSTRALIA



VISION

To be a globally diversified energy and resources company, leading in innovation and sustainability



MISSION

Develop and nurture a leading corporate culture centred on human capital

Amplify excellence in operation and processes

Operate our mines responsibly, sustainably, and safely with measures to minimize our impact to the environment and to engage, develop and empower communities meaningfully

¹ GEAR’s effective interest in Stanmore is 75.3% as at 31 December 2021 and 64.0% as at 31 March 2022.

² 50/50 JV between Stanmore and M Resources

ABOUT

GOLDEN ENERGY AND RESOURCES

ECONOMIC PERFORMANCE

While our Energy Coal Division remains the key driver of our revenue, our Metallurgical Coal Division is also responsible for generating growth. In FY2021, despite the decrease in energy coal production and sales volume due to unfavourable weather conditions in South Kalimantan, our total revenue increased by US\$711.4 million (or approximately 61.2%) from FY2020 as a result of an increase in Average Selling Price (“ASP”) in both Energy Coal and Metallurgical Coal and consolidation of Stanmore’s 12-month results. The revenue from our Metallurgical Coal Division increased by US\$189.4 million year-on-year to US\$286.6 million, accounting for 15% of the Group’s total revenue as compared to 8% in FY2020.

BIB’s value chain, which is also applicable to GEAR, comprises four different stages – mine location identification, mining and production, distribution and use of product as shown in Figure 2. With effect from FY2020, BIB has contracted out all its coal mining/getting, hauling/transportation, overburden removal, topsoil placement and road maintenance activities to various contractors incorporated in South Kalimantan and other parts of Indonesia. For FY2021, BIB’s spending on its top ten contactors aggregated to US\$384.5 million, of which six contractors were from South Kalimantan while the remaining four were from other parts of Indonesia. The amount paid to its top five contractors was US\$325.8 million, comprising of two contractors from South Kalimantan and the other three contractors from other parts of Indonesia, accounting for approximately 49.3% of BIB’s cost of goods sold and approximately 30.8% of the Group’s cost of goods sold.

For more information on Economic and Financial Performance, please refer to GEAR’s FY2021 Annual Report and Appendix B of this report on Page 60.

Figure 2: GEMS and BIB’s value chain



SUSTAINABILITY GOVERNANCE

Our Sustainability Framework

GEAR's strategic intent is defined through our vision statement. GEAR's Sustainability Framework developed in FY2020 follows an integrated approach that encompasses GEAR's vision in relation to our material matters. The Sustainability Framework provides guidance on GEAR's ambition to progress in our sustainability endeavours and has been developed with the aim of providing an overall strategic sustainability direction.

The Sustainability Framework, in Figure 3 below, establishes four strategic thrusts, also known as impact areas, through which GEAR intends to create and deliver positive impacts across Economy, Environment, Social and Governance.

Figure 3: GEAR's Sustainability Framework



SUSTAINABILITY GOVERNANCE

At GEAR, we are driven by our core purpose 'To be a globally diversified energy and resources company, leading in innovation and sustainability'. GEAR's four impact areas are as follows:

- ▶ **"Achieving sustainable growth through business resilience and operational excellence"** drives GEAR's commitment towards good corporate governance thereby mitigating corporate risks. By strengthening resilience around business risks and diversification strategies, this impact area stimulates responsible economic growth and practices, while ensuring business continuity.
- ▶ **"Nurturing and safeguarding our human capital"** focuses on building positive relationships with our employees, ensuring their wellbeing and providing a safe and secured workplace for them to excel.
- ▶ **"Minimising adverse environmental impact and strengthening climate resilience"** emphasizes on our resolution to continue building a robust environmental management process, conserving biodiversity and rehabilitating land. Through our long-term plan to be a sustainability-driven energy and resources company, GEAR strives to reduce carbon emissions and fortify our climate resilience.
- ▶ **"Securing the livelihoods and protecting the rights of our communities"** drives GEAR's commitment to have meaningful interactions with our local communities and ensures their long-term prosperity. Through imparting right skills and creating job opportunities, we intend to improve the economic status of the community and build self-reliance.

We have identified five material matters, supported by 13 sub-matters with the associated targets and SDGs, which will help GEAR to achieve our intended impact. While our core purpose and impact areas are strategic and long-term, our material matters are dynamic and will change based on internal and external factors.

For more information on our material matters, please refer to the section "Focusing on What Matters Most" in this Report on Page 9.

OUR SUSTAINABILITY TEAM

GEAR continuously strives to integrate sustainability into our business strategies and operations. Overseen by the Group CEO who reports to the Board, GEAR's Sustainability Team works in collaboration with all business units and functions to drive sustainability practices throughout the Group.




Additionally, the Sustainability Team works with the GEAR's Management and the Board to ensure that the Group's operations and practices are carried out in line with GEAR's sustainability strategy. Beyond managing GEAR's ESG material matters, the team conducts studies and reviews the potential risks and opportunities in relation to our business operations. GEAR believes adopting and investing in innovative solutions is a key lever in our journey towards sustainable business practices, and our Sustainability Team continually looks out for technological developments that can support GEAR's journey. The Sustainability Team also works with the employees of each of the Group's operating entities to formulate policies and key initiatives that are aligned to the requirements and regulations of each entity.

Figure 4: GEAR's Sustainability Governance Structure






ENGAGING OUR STAKEHOLDERS

Table 1: GEAR's approach towards stakeholder engagement

Stakeholder Group	Stakeholder's expectations	Stakeholder management/ Response(s) to stakeholder's expectations	Engagement platform(s)	Frequency of engagement
 <p>Shareholders</p>	GEAR's financial health	Formulation of strategies to enhance GEAR's financial performance	Regular updates and announcements on financial performance	Half-yearly ³
	Accountability of ESG performance	Implementation of sustainable business practices	Annual and Sustainability Reports Meetings with shareholders	Annual At least once per year
			Communications through "Investor Relations" section on GEAR's company website	As necessary
 <p>Employees and workers</p>	Fair employment practices	Implementation of fair employment practices based on meritocracy	Electronic updates through e-mail and intranet	Periodic for all engagements
	Training and development	Provision of in-house and external training opportunities	Townhalls and meetings with the management	
	Occupational health and safety	Establishment of Health, Safety and Environment ("HSE") system, regular safety briefings, emergency drills, provision of personal protective equipment	Training programmes, including intensive coaching to identify potential leaders HSE campaign involving all employees to create safe work conditions Performance appraisal	
 <p>Customers</p>	Product and service quality	Implementation of quality control processes Provide transparent information about our products to customers Regular engagement with customers to understand their satisfaction level	Meetings Annual Reports Tours to site	Periodic Annual As necessary
	Sustainable business practices	Implementation of sustainable business practices and transparent reporting	Sustainability Reports	Annual

³ GEMS releases its financial performance to IDX quarterly

ENGAGING OUR STAKEHOLDERS

Stakeholder Group	Stakeholder's expectations	Stakeholder management/ Response(s) to stakeholder's expectations	Engagement platform(s)	Frequency of engagement
 <p>Local communities</p>	Socioeconomic development	Provision of local employment opportunities	Dialogues with the local community	Periodic
	Management of negative economic, environmental and social impact	Provision of trainings to enable the local community to earn their livelihood	CSR programmes Training programmes	Periodic Periodic
		Implementation of CSR Programmes	Engagement with experts from Indonesia's top universities (Institut Pertanian Bogor and Universitas Indonesia)	As necessary
		Management and monitoring of pre-agreed environmental parameters which are affected by our mining as stated in our Environmental Impact Assessment ("EIA") report	Consultation with the local community for inputs to the EIA report	As necessary
		Engagement with experts to establish blueprint and evaluation criteria for long-term CSR programmes	Local hiring	Ongoing
		Engagement with local entrepreneurs and local enterprises to support our mining activities	Engagement with third party specialists and the local government to take samples and monitor our environmental parameters	As necessary
 <p>Regulatory authorities</p>	Regulatory compliance	Keeping abreast of regulatory requirements and ensuring compliance to all	Statutory reporting	Periodic
	Community empowerment	Implementation of CSR programmes	Public consultation forums/events On-site inspections	Periodic As necessary
 <p>Contractors and suppliers</p>	Fair procurement practices	Administration of open and fair tender process	Tender process	As necessary
	Business opportunities			
	Safe working environment	Implementation of occupational health and safety initiatives	Performance Review	Periodic
	Feedback on performance	Review of suppliers' performance		

FOCUSING ON WHAT MATTERS MOST

In FY2017, GEAR conducted its inaugural materiality assessment to better understand the key sustainability topics pertaining to GEAR and its stakeholders. The assessment included stakeholders from various departments, internal and external stakeholders. In FY2021, we have determined that the material matters reported from FY2017 to FY2020 are still relevant to our business today. Although we review our material matters yearly, we intend to perform a formal materiality reassessment in the future.

Figure 5: Materiality assessment process



From the interview results of GEAR's key internal stakeholders and a review of material matters reported by other companies in the industry, a comprehensive list of potential material matters formed the basis for determining comparative materiality.

The importance of each sustainability matter was ranked by way of an anonymous voting exercise, from the perspective of a) External stakeholders; and b) Internal stakeholders.



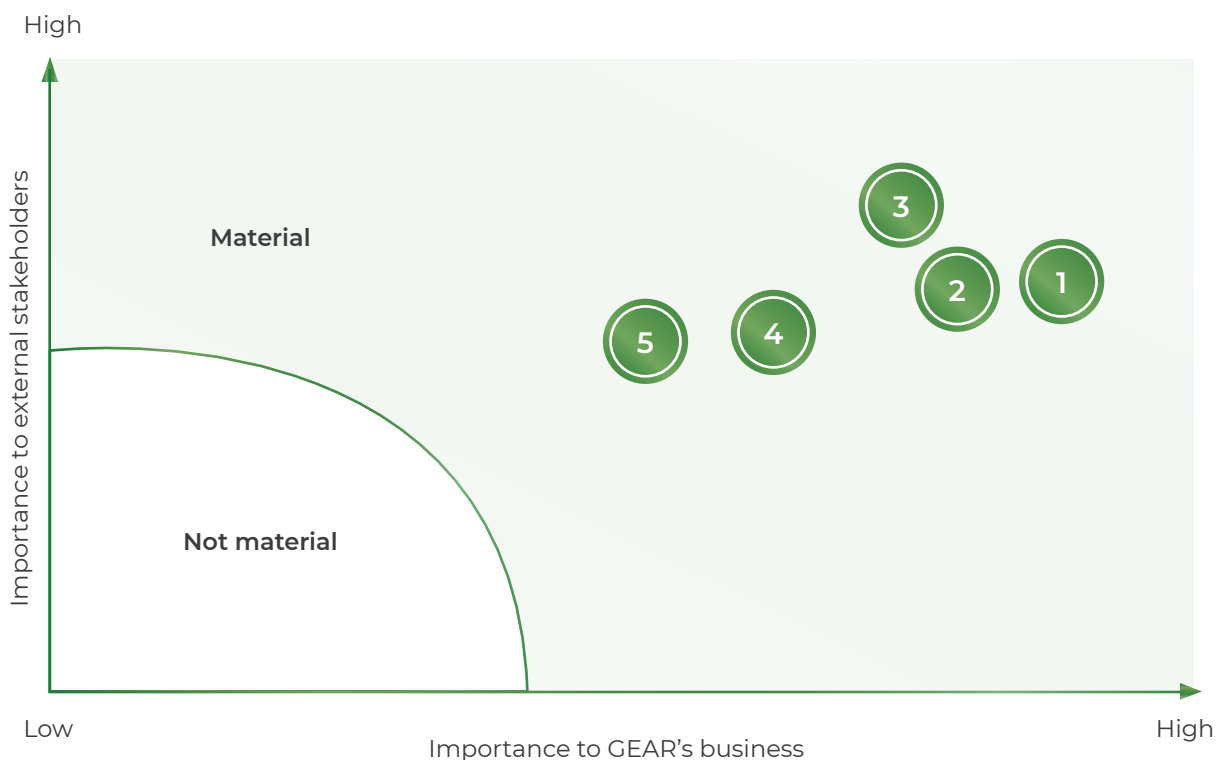
The results were then presented to the Board, which has the overall responsibility in determining the material sustainability matters of GEAR. The Board validated and approved the material sustainability matters.






In FY2021, GEAR reviewed our material sustainability matters and concluded that the material matters remain relevant to our business.



FOCUSING ON WHAT MATTERS MOST

Figure 6: Materiality Matrix and Material Matters



No.	Material matters	Sub-matters
1	 Safety	Emergency Preparedness Occupational Health & Safety
2	 Environment	Air Quality Management Energy Management Greenhouse Gas Emissions Land Management (pre- and post-mining) Solid Waste Management Water Resource Management
3	 Community Management	Empowering Local Communities
4	 Labour Relations	Employee Welfare & Benefits Labour Relations Management
5	 Governance	Corporate Code Of Conduct Anti-Fraud

ESG HIGHLIGHTS IN FY2021



BELOW REGULATORY LIMITS

for Effluents of TSS*, pH and metal content, and Air Quality** for NO₂, SO₂, CO and TSP



Economic Value Created
US \$3.25 billion



Community Investment
OVER RP 34.5 billion



440 participants
in Emergency Simulations



Increased Workforce
**441 employees in
FY2021 against 425
in FY2020**



ZERO
LTIFR# and LTISR##



ZERO
Fatalities, strikes and lockouts in
our operational areas, business
disruptions due to emergencies



**82,290 Hazard
reports generated**

*TSS refers to Total Suspended Solids
**Air Quality for NO₂ refers to Nitrogen Dioxide
SO₂ refers to Sulphur Dioxide
CO refers to Carbon Monoxide
TSP refers to Total Suspended Particles

#LTIFR refers to Lost Time Injury Frequency Rate
##LTISR refers to Lost Time Injury Severity Rate

NURTURING AND SAFEGUARDING OUR HUMAN CAPITAL

ABOUT THIS IMPACT AREA

We focus on fostering relationships with our employees and ensuring their safety at the workplace while adhering to our mission pillar of being human capital centric.



Material Matters under this impact area	Sub-matters	SDGs aligned to this impact area
 SAFETY	Emergency Preparedness Occupational Health & Safety	 8 DECENT WORK AND ECONOMIC GROWTH
 LABOUR RELATIONS	Employee Welfare & Benefits Labour Relations Management	 4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS



WHY IS THIS IMPORTANT TO GEAR?

The health and safety of our stakeholders is one of our most crucial priorities. Various preventative systems, measures, and practices, such as emergency preparedness and safety management systems are put in place to ensure proactive risk identification and mitigation to eliminate occupational workplace hazards.




POLICY/MANAGEMENT SYSTEM

- ▶ GEMS' Emergency Readiness and Response Policy
- ▶ The Mineral and Coal Mining Safety Management System ("SMKP Minerba") by ESDM of Indonesia
- ▶ ISO 45001:2018 Occupational Health and Safety Management System
- ▶ GEMS' General Mining Safety and Environmental Protection Policy
- ▶ GEMS' HIV/AIDS Policy
- ▶ GEMS' Use of Drugs and Alcohol Policy

SDG ALIGNMENT



PERFORMANCE HIGHLIGHTS FOR FY2021

	Decrease in Lost Time Injury Frequency Rate ("LTIFR") from 0.07 in FY2020	0
	Decrease in Lost Time Injury Severity Rate ("LTISR") from 8.63 in FY2020	0
	Work-related injury in the Singapore office sustained for five consecutive years	0 recorded

Received in September 2021 - **Best Awards Mineral and Coal Mining Safety Management Category for Business Entity Groups Holding Coal Contract of Works (CCoW) and Special Mining Business Permits 2020**

Received in September 2021 - **Aditama Awards Mineral and Coal Mining Safety Management Category for Business Entity Groups Holding Coal Contract of Works (CCoW) and Special Mining Business Permits 2020**

FY2021 TARGETS ACHIEVED

Target	SDG
LTIFR threshold below 0.14	8.8
LTISR threshold below 7.94	8.8

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

OUR COVID-19 RESPONSE

In light of the prolonged COVID-19 situation, GEAR has adopted various safe management measures and business continuity plans developed in FY2020 such as forming the Crisis Management Team (“**CMT**”), facilitating remote working, and supporting employee and contractors' vaccinations.

COVID-19 MEASURES IN BIB

BIB has continued its preventive health and safety measures that were in place since 2020 and has added or revised the following efforts in 2021:

- 1 As borders gradually open, business travel at BIB has resumed. BIB employees who are on business trips are subjected to a pre-departure and arrival PCR test. Upon arrival, another PCR test will be administered and employees with a verified negative result will be permitted to enter BIB's premises. Employees with a positive result will be placed under quarantine.
- 2 For employees returning from leave, BIB deploys doctors and medical officers for employees to undergo a PCR test before they report for work.
- 3 Employees are to adhere to protocols, such as Gerakan Sapa Sehat Anti Covid (“**GASSAC**”) and Perilaku Hidup Bersih dan Sehat (“**PHBS**”) protocols, to increase awareness of COVID-19 prevention strategies. Visitors are allowed on site after submitting a visitor form and their activity history for the past 14 days, passing a PCR test, being evaluated by the COVID-19 task force, and being approved by BIB's Mine Chief Technical Officer.
- 4 PCR tests are administered on employees and visitors entering BIB's premises. 20,254 Antigen Rapid Tests (“**ART**”) were performed on 11,005 BIB's employees and contractors. The 882 BIB's employees and contractors who contracted COVID-19 experienced a high recovery rate of 100% and 99% respectively.
- 5 BIB's employees and contractors are to use BeSAFE to track their day-offs, health conditions, and activity. In the event of viral transmission, BeSAFE can be used to perform contact tracing.
- 6 In support of BIB's employees' and contractors' COVID-19 vaccination, BIB has achieved a high vaccination rate due to GEMS' application in March 2021 to the Indonesian Chamber & Commerce for the vaccines. As of 31 December 2021, 11,100 employees of BIB and its contractors (99.7%) received the first dose of the vaccine, and 9,683 received the second dose (87.2%).

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

COVID-19 Prevention Application (BeSAFE)

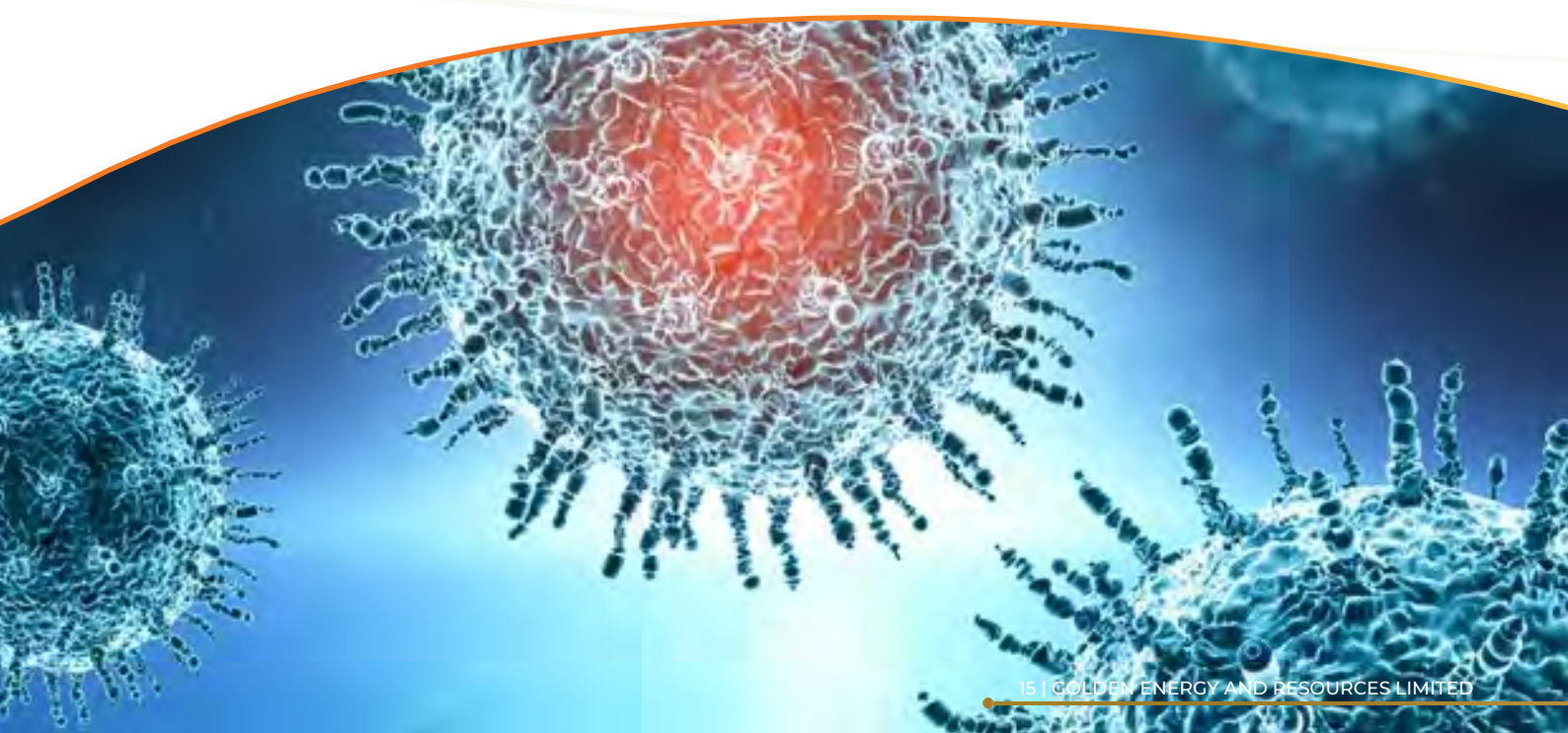
BeSAFE is an in-house application used by BIB to manage COVID-19 transmission at the workplace. The application records daily activities and off-days of BIB's employees and contractors. Additionally, this application enables BIB to monitor the PCR test results and health conditions of employees.

Health conditions and test statuses of employees will be evaluated by professional medical officers and a health report, iREPORT, will be generated and shared on the application. BeSAFE provides an additional contact tracing function where it tracks and informs the employee concerned should they happen to be in close contact with a colleague who has tested positive for COVID-19.

COVID-19 Measures in Singapore

As part of COVID-19 risk management, GEAR continues to provide disposal masks and alcohol swabs to all employees in Singapore. Temporary remote working arrangement were granted to employees that needed to return to their home countries for urgent family matters.

In support of Singapore government's COVID-19 vaccination drive, the Company is working towards a 100% vaccinated workforce and all employees are eligible to claim for non-mRNA vaccines. To incentivise our employees to receive their COVID-19 vaccination, the Company provides a one-day COVID-19 vaccination leave/off-day without the need to provide a medical certificate to all employees in Singapore.



HEALTH AND SAFETY

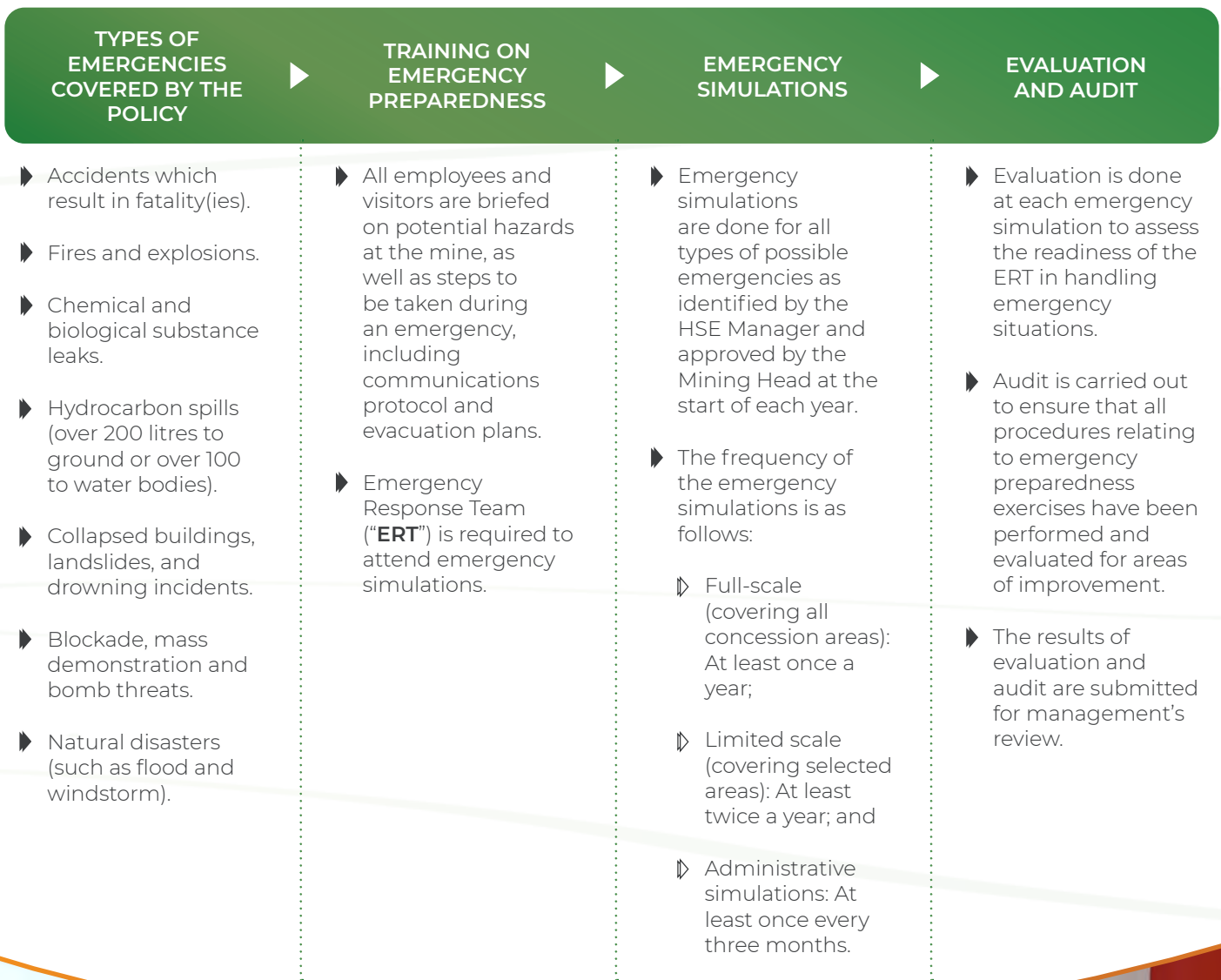
PROTECTION OF OUR STAKEHOLDERS

EMERGENCY PREPAREDNESS

Management Approach

We have a robust set of measures to protect our stakeholders and minimise business disruptions in the event of an emergency. In Figure 7, GEMS's Emergency Readiness and Response Policy provides the detailed procedure to prevent and contain emergency situations, minimise harm to our assets, environment, and stakeholders.

Figure 7: GEMS' Emergency Readiness and Response Policy

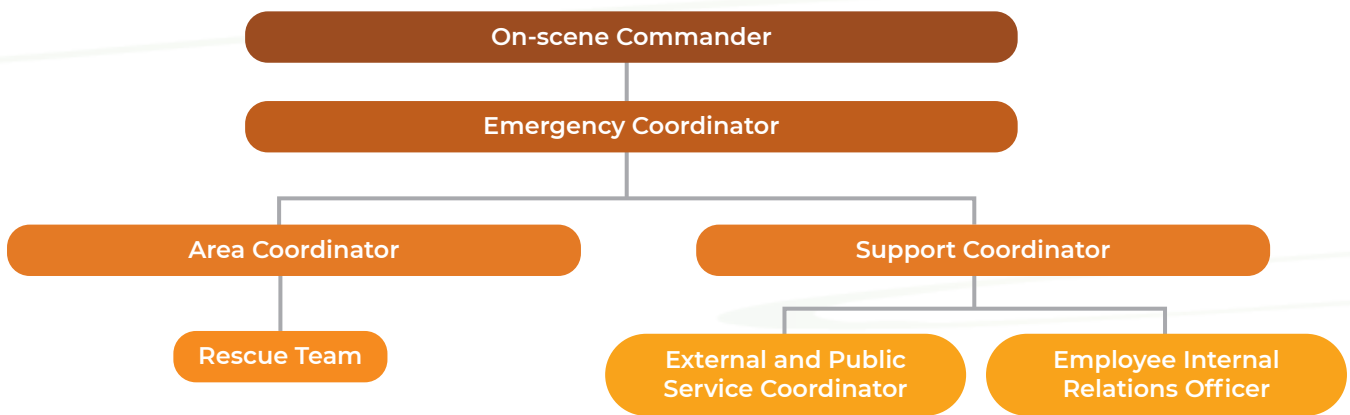


HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Our Emergency Response Team (“ERT”), established by our Mining Head, comprises representatives across our employees, workers and contractors’ employees. Regular training is conducted to ensure the ERT’s readiness and competency in emergency response. All ERT members, ten males and one female, are equipped with a set of Deployment Cards which contain guidance on emergency procedures, an emergency checklist, and administrative forms. In the event of an emergency, our ERT is the first to respond and will work to prevent the situation from escalating. The ERT works on two 12-hour shifts and is led by two team leaders.

Figure 8: GEMS' ERT Structure



PERFORMANCE

We have been working to strengthen our overall emergency response. FY2021 saw 440 people participating in various types of emergency simulations. These participants include BIB workers, ERT members and contractors’ personnel. Monthly emergency simulations and scenario-based emergency situations were also held. Specifically, BIB’s ERT was assigned to work with GEMS’ Crisis Management Team and BIB’s Emergency Management Team to implement COVID-19 preventive policies and procedures on-site. We aim to continue conducting monthly emergency drills and scenario-based emergency situations that include fatality preventions and oil-spill response on land or offshore courses.







HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Our Preparation towards Emergency Response

Table 2: Our current goals and efforts towards Emergency Response

Our Goals for Emergency Response	Our Performance in FY2021
<p>Strengthening our ERT structure</p>	<p>We continued to establish a strong Emergency Response structure comprising all departments and employees of contractors on-site. In FY2021, BIB deployed 11 ERT members to cover the Command Centre, pit, coal hauling roads and port areas. They also continued to be deployed to monitor COVID-19 precautionary measures in BIB.</p>
<p>Improving the competencies of our ERT members by conducting emergency simulations for handling fatality prevention and oil spill related scenarios</p>	<p>In FY2021, BIB conducted 18 emergency simulations and certifications to reinforce the competencies of its ERT members, employees and employees of its contractors. These emergency simulations and certifications comprised two fire, five environmental, six rescue and five medical exercises. Examples of such trainings provided to ERT members, employees, contractors, and volunteers in BIB include:</p> <div style="display: flex; justify-content: space-between;"> <div data-bbox="651 884 1029 1003"> <p>Cardiac Arrest Rescue Period: 30 April 2021 Venue: PT TRI Workshop/Adaro Services Participants: 25</p>  </div> <div data-bbox="1157 884 1455 1003"> <p>Water Rescue Period: 25 February 2021 Venue: Jetty Port Bunati Participants: 16</p>  </div> </div> <div style="display: flex; justify-content: space-between;"> <div data-bbox="651 1234 1082 1529"> <p>Fire Emergency Drill As part of the emergency drill, smoke was released at BIB's office front lobby. The first employee who detected the smoke activated the emergency fire alarm which alerted everyone in the building and the ERT. Shortly after, all employees gathered at the assembly point. The metrics used to assess this simulation are time from drill activation to evacuation and time taken to report completion of the simulation. The responses of participants were also monitored.</p>  </div> <div data-bbox="1157 1234 1407 1317"> <p>Period: 26 December 2021 Venue: Mess Angsana BIB Participants: 121</p> </div> </div> <div style="display: flex; justify-content: space-between;"> <div data-bbox="651 1610 1082 1809"> <p>Environment Incident – Fuel Spills In this simulation drill, a vehicle rolled over on the road causing the driver to be trapped and a contaminant spill. The ERT's task was to quickly rescue the victim and clean up the spill. The metrics used to assess this simulation are time from spill to completion of clean up and time taken to report the spill.</p>  </div> <div data-bbox="1157 1610 1407 1693"> <p>Period: 20 December 2021 Venue: Pit Kusan Bawah Participants: 25</p> </div> </div>
<p>Newly constructed emergency response station</p>	<p>In FY2021, a new emergency response station was constructed in the Bunati area. Additionally, BIB installed fire hydrants at Angsana Camp, fire alarm systems at Angsana and Kusan offices and at Bunati ports.</p>
<p>Procuring additional rescue tools</p>	<p>In FY2021, 69 emergency tools and equipment were purchased and used in emergency simulations.</p>

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

OCCUPATIONAL HEALTH & SAFETY

Management Approach

We prioritise protecting our employees' Occupational Health and Safety ("OHS") through the implementation of relevant OHS policies. Figure 9 outlines our policy in safeguarding our stakeholders from potential risks. Additionally, our OHS policies are reviewed regularly to ensure compliance with the latest regulation.

Figure 9: GEMS' suite of policies for occupational health and safety

1

GENERAL MINING SAFETY & ENVIRONMENTAL POLICY

We recognise that mining is a high risk activity that needs to be carefully managed to prevent dangers, accidents, occupational diseases and negative impact on the environment.

We develop work programmes which are based on continuous improvement and covering all our operational activities, taking into account HSE considerations.

We are committed to engage all workers within our concession, including contractors and subcontractors, in implementing HSE initiatives and complying with regulations / standards.

We strive to manage our contractors effectively and procure requisite goods and services to uphold mining safely.

2

HIV/AIDS POLICY

This policy is developed pursuant to the Indonesia's Ministerial Decree No.68 (Year 2004) on HIV/AIDS Prevention and Mitigation and Control in the Workplace.

The objectives of this policy are to prevent the spread of HIV/AIDS among workers and their families, and to safeguard our workers' rights.

We are committed towards:

- ▶ Raising awareness about HIV/AIDS among all workers;
- ▶ Exercising non-discriminatory practices towards workers who are infected with HIV/AIDS;
- ▶ Offering free choices for workers to undergo HIV/AIDS screening without any compulsion and maintaining confidentiality of the test results;
- ▶ Offering regular healthcare services for infected workers

Safeguarding the health and safety of all other workers.

3

USE OF DRUGS AND ALCOHOL POLICY

Zero tolerance towards the use of drugs and alcohol in our work facilities.

We are committed towards complying with the Indonesian government's laws regarding the use of drugs and alcohol, and achieving a drug-free and alcohol-free work environment. To achieve this, we take the following measures:

- ▶ Conduct random and periodic checks on workers, contractors and business partners who are within our premises;
- ▶ Grant rest to workers who are suspected to be under the influence of drugs and alcohol; and
- ▶ Terminate employment contract with workers who are found distributing and consuming drugs and alcohol in our premises.

HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

Occupational Health and Safety Management System

Our management systems comprise the Mineral and Coal Mining Safety Management System (“**SMKP Minerba**”) prescribed by the Ministry of Energy and Mineral Resources of Indonesia (“**ESDM**”) and ISO 45001:2018 Occupational Health and Safety Management System (“**OHSMS**”).

The Mineral and Coal Mining Safety Management System (“**SMKP Minerba**”)

As part of the Group’s risk management for mining safety hazards, SMKP Minerba has been integrated into BIB’s management system. The integration includes the management of operational safety and health and safety issues at mining sites. Based on the Decision of the Ministry of Energy and Mineral Resources No.1827 of 2019 (formerly Regulation No.38 of 2014 of ESDM), SMKP Minerba aims to:

- ▶ Improve effectiveness of planned, measurable, structured and integrated mining safety management;
- ▶ Prevent mine accidents, occupational diseases and hazardous occurrences;
- ▶ To create a safe, efficient and productive mining operations; and
- ▶ Create a safe, healthy and efficient work environment to improve productivity.

In October 2021, a SMKP Minerba Internal Audit was performed to check the compliance against 7 elements and 49 sub-elements of SMKP Minerba and its technical guidelines. BIB’s employees and contractors achieved a total average score of 80.3%, which is below the internal target of 85.5%. This is partially attributed to stricter criteria for all mining companies in Indonesia due to an update by ESDM to Regulation No. 185.K/37.04/DJB/2019. The findings and recommendations from the audit were well received and we will continue our efforts in improving performance.

ISO 45001:2018 Occupational Health and Safety Management System (“**OHSMS**”)

In FY2021, BIB renewed its ISO 45001:2018 OHSMS certificate, valid until 1 November 2024, with no major findings. Although not a legal requirement, we expect that the implementation of ISO 45001:2018 OHSMS will continue to improve our overall workplace health and safety performance in BIB and enhance our productivity.



HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

Table 3: BIB's occupational health and safety management systems

	Mining Safety Management System by ESDM of Indonesia	ISO 45001:2018 Occupational Health and Safety Management System
System implemented because of legal requirements	Yes	No
Scope of workers covered under this system	All BIB's employees and registered contractors' employees on-site	

Ethical Employment and Security at Workplace

To ensure ethical employment and security at the workplace, we promptly deny applicants below the age of 18 in line with our commitment against child labour and have implemented access controls at our sites. Employees are encouraged to enter the premises using a contactless card system to minimize the risk of virus transmission. We introduced the SAP Fiori application in FY2021 which gives employees a new option to record their attendance when working in the office or at home and their health status. This has to be approved by employees' supervisors.

Figure 10: BIB's virtual audit conducted and attainment of ISO 45001:2018 OHSMS certificate



Hazard Identification, Risk Assessment and Incident Investigation

BIB adopted Root Cause Analysis (“RCA”) in our investigations of incidents at the workplace. To ensure quality investigations are carried out, BIB sends representatives from the investigation team to undergo RCA training. RCA enables our team to appropriately identify the hazard, facilitate development of proper corrective and preventive actions, and avoid reoccurrence of the incident. BIB utilises the ‘hierarchy of controls’ methodology to derive the appropriate corrective actions.

Our Health and Safety Environment (“HSE”) Department is responsible for recording any incident in our incident reporting portal and our in-house iSAFE application under the One-day Without Work Incident programme (“ODWI”). These incidents will be classified based on time, category of incident, degree of severity, proximate cause and root cause. Additionally, the recorded investigations alongside with corrective responses will be placed on an audit trail.

It is mandatory for employees to report to their supervisors immediately upon identifying any potential work-related hazard. iSAFE enables employees to report hazards through their mobile phones, capturing information such as nature of hazard, location, time of each report, photographic evidence, and personnel, facilities and equipment involved in real time. The information recorded will automatically be uploaded onto a database and the relevant area manager will be notified immediately. The area manager will follow-up and the outcome will be reported to the Safety Administrator. Follow-up actions and submission of evidence will persist until the hazard is resolved and the incident case is closed.

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Worker Participation, Consultation and Communication on Occupational Health and Safety

The HSE Department is in charge of our Occupational Health and Safety (“OHS”) management as shown in Figure 11 and 12. To ensure that our workers are represented, BIB’s OHS committee conducts frequent engagements such as safety committee meetings, safety talks, management review and other ad-hoc safety meetings whenever an improvement area is identified.

Table 4: Frequency of meetings

Type of Meetings	Frequency
Safety Committee Meeting	Monthly
General Safety Talk	Monthly
Weekly Safety Talk	Weekly
Management Review	Annual
Ad-hoc safety meetings	As and when required

BIB conducts safety talks regularly on fatality prevention to ensure our employees are well aware of dangers and risks of their roles. These seminars are often brief and concise to ensure employees understand and remember the content shared. These sessions mainly cover five different scopes - Preliminary; Source of Hazard or Danger; Incident Mechanism; Incident Prevention; and 12 critical risk areas (such as safe driving, mine slope and road stability, working near water and at height; handling blasting and explosive materials and fatigue).

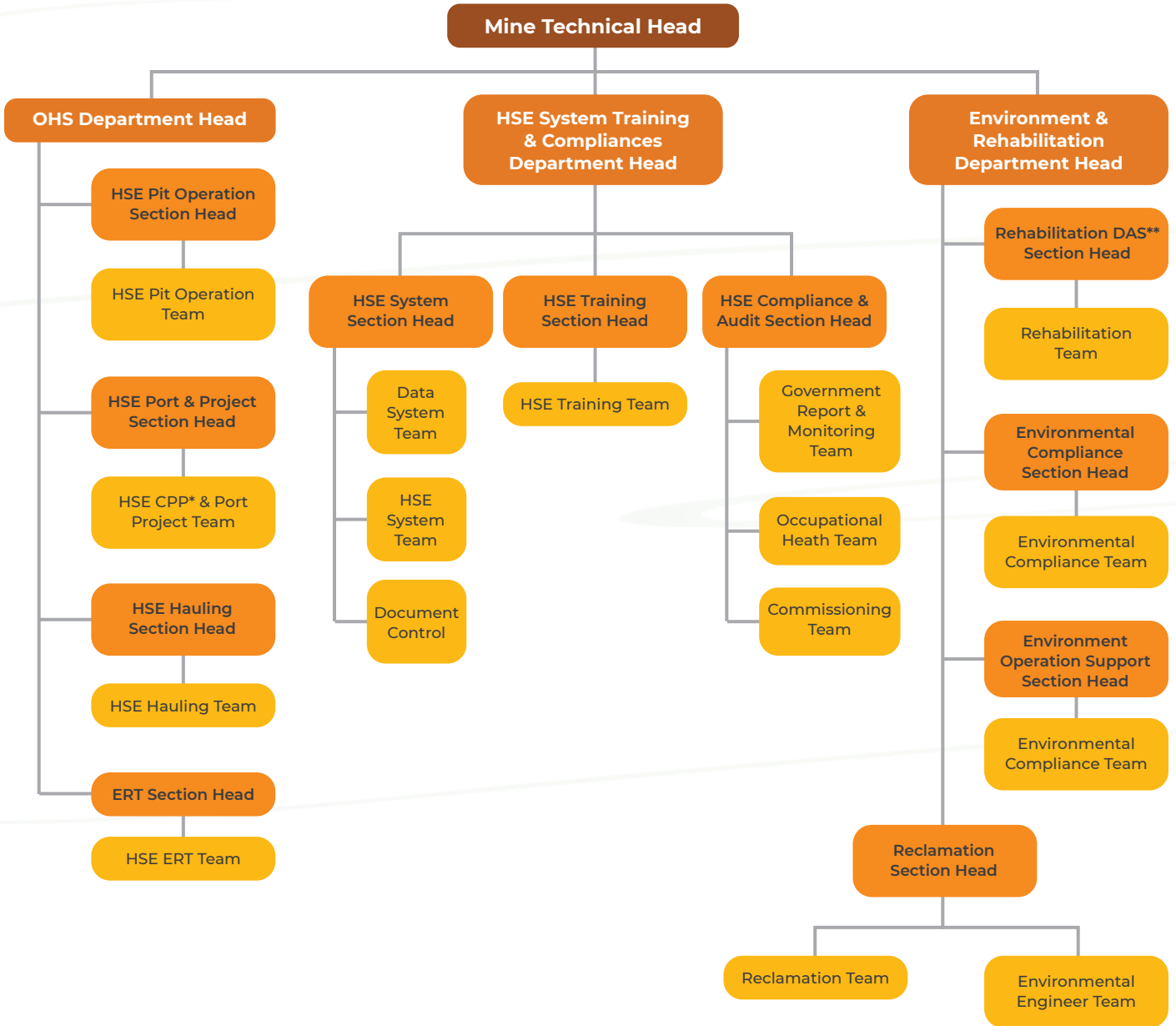
Figure 11: GEMS HSE Structure



HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Figure 12: GEMS HSE Structure



* CPP refers to Control Preparation Project

** DAS refers to Daerah Aliran Sungai



HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Worker Training on Occupational Health and Safety

In FY2021, 62 trainings relating to occupational health and safety were carried out for BIB's employees and those of its contractors. The trainings include first aid, working at height, job safety analysis, basic life support, LockOut TagOut ("LOTO"), hazard identification, and risk assessment and control. In addition, three certification courses on Mine Operational Supervisory were provided to 41 employees and contractors from BIB, during working hours and free of charge.



All participants are required to either complete an open-ended questionnaire, take a test, or obtain feedback from his supervisor to evaluate the effectiveness of our trainings. If the participant is a Mining Supervisor, obtaining feedback from his supervisor is crucial to maintain his competency level. If feedback is less than ideal, the participant will be required to attend coaching sessions.

Integrated HSE Training System

As an energy coal mining company, we understand the potential safety and hazard risks of our operations. As such, the Group takes health and safety training seriously to ensure high safety standards and operational efficiency are maintained. BIB has developed the "Integrated HSE Training System" to equip our employees with the relevant skillsets and knowledge to balance their safety and performance at work.



The 6 main training courses under the Integrated HSE Training System are detailed in Table 5.

Table 5: Integrated HSE Training System

Training	Topics covered during the trainings	Training objectives	Participants
 <p>Basic Compulsory Training ("PWD")</p>	<ul style="list-style-type: none"> General Induction on Mine Safety and Environmental Management Hazard Identification Basic First Aid Kit Training Basic Fire Extinguisher Training Basic Handling of Hydrocarbons 	<ul style="list-style-type: none"> To provide employees with knowledge and understanding regarding the objectives, vision, mission and commitment of The GEMS General Mining Safety and Environmental Protection Policy To provide employees with basic competency training in recognising hazards in the work areas when undertaking risk control efforts To provide employees with trainings related to basic handling of an emergency injury, fire or hydrocarbon spill in all areas of the business operations To provide basic training conducted by a designated experienced instructor 	3,875 participants comprising 26 from BIB and 3,849 contractors
 <p>Mandatory Training for Supervisors ("PWP")</p>	<ul style="list-style-type: none"> Inspection Observation Incident Investigation Electrical Safety Talk 	To develop supervisors' skills and competencies in improving mining safety and environmental performance in accordance with Decision Number 1827 K/30/MEM/2018 issued by EDSM for Implementation of Good Mining Engineering Standards and ESDM Regulation Number 43 of 2016 on Standards for Operational Supervisors Specialised in Mineral and Coal Mining	383 participants comprising 126 from BIB and 257 contractors

HEALTH AND SAFETY







PROTECTION OF OUR STAKEHOLDERS

Training	Topics covered during the trainings	Training objectives	Participants
 <p>Fatality Prevention Training ("PKF")</p>	<ul style="list-style-type: none"> Vehicle Operations Vehicle Condition Mine Slopes Hauling Roads Working near Water Working on High Ground Electricity Heavy Loads Handling of Explosive LOTO Confined Room Fatigue 	<p>To provide supervisors with operational training such as hazard identification and risk assessment, communication and awareness of critical risks, design, purchase, manufacture and installation of critical equipment, emergency management, and performance evaluation</p>	<p>282 participants comprising 56 from BIB and 226 contractors</p>
 <p>Special Mine Safety and Environmental Training ("PKK")</p>	<ul style="list-style-type: none"> Manual Handling Occupational related diseases Fatigue Management Basic Sling Lifting Basic Electrical Safety Hazardous Material LOTO Isolation Basic Defensive Driving Prestart Check Unit Drilling Exploration Project Expansion B3 Management Handling Hot Materials 	<p>To provide work safety trainings for various risks outlined in the topics covered.</p>	<p>231 participants comprising 46 from BIB and 185 contractors</p>
 <p>Emergency Response Training ("PTD")</p>	<ul style="list-style-type: none"> Medical First Responder High Angle Rescue Confined Space Rescue Road Accident Rescue Water Rescue Underwater Rescue Collapsed Structure Rescue Jungle Rescue & Survival Fire Fighting 	<p>To conduct mandatory training for ERT members and first aiders in BIB, and volunteers, conducted by the ERT Leaders or experienced external trainers</p>	<p>133 participants comprising 36 from BIB and 97 contractors</p>
 <p>Management System Training ("PSM")</p>	<ul style="list-style-type: none"> SMKP Awareness ISO 45001:2018 Awareness ISO 14001:2015 Awareness Filing and Documentation System Management System 	<p>To conduct training for HSE personnel and personnel from other departments who are directly involved in the process of development of documentation, implementation and evaluation or performance audit of our Mining Safety and Environmental Management Systems, conducted by experienced trainers</p>	<p>14 participants comprising 11 from BIB and 3 contractors</p>

HEALTH AND SAFETY PROTECTION OF OUR STAKEHOLDERS

The following table presents some of our trainings held in-person and online.

Table 6: Integrated HSE trainings conducted in FY2021

 <p>13 November 2021 LOTO Training via Zoom attended by 109 employees of BIB and its contractors, under PKK</p>	 <p>25 September 2021 Explosive Awareness via Zoom attended by 58 employees of BIB and its contractors, under PKF</p>	 <p>27 July 2021 Snake Awareness via Zoom attended by 56 employees of BIB and its contractors, under PWD</p>
 <p>18 January 2021 – 5 February 2021 Internal Auditor Manajemen Keselamatan Pertambangan ("SMKP") via Zoom attended by 40 employees of BIB and its contractors, under PSM</p>	 <p>20 March 2021 – 25 March 2021 Operator Perancah (Scaffolding) attended by 22 employees of BIB and its contractors, under PKF</p>	 <p>16 June 2021 – 22 June 2021 Opening Mining Rescue attended by 21 employees of BIB and its contractors, under PTD</p>

One-Day Without Incident ("ODWI") Programme

The ODWI programme was implemented in FY2019 to address the inconsistencies in hazard identification and hazard reporting by our supervisors and field operators. The programme requires every mining supervisor and field operator to identify and report the top ten hazards surrounding the workplace on a weekly basis. This information is shared with the Pit Operation Department for developing control measures to reduce the risks posed by these identified hazards and prevent further incidents.

As of FY2021, ODWI reporting has been digitised and reports are submitted through the iSAFE application. This increases the amount of data captured and allows for a more comprehensive understanding of incidents that happen. Going digital has also expedited the sharing of important safety information, which is crucial to our employees' wellbeing.

Table 7: Efforts to prevent high-consequence injuries

Efforts in preventing high-consequence injuries

- 1 Improve our Hazard Identification, Risk Assessment and Determining Control ("HIRADC") to ensure hazards are properly identified and risk controls are properly established and implemented on field operations.
- 2 Improve safety competency of field supervisors by identifying gaps in their current competency and provide training programmes to close or narrow the competency gaps.
- 3 Conduct Safety Behaviour Observations to identify deviations in actual day-to-day implementations of the safety procedures, gathering supervisors' knowledge and their understanding of safety procedures and provide corrections or feedback for improvement, if any.
- 4 Improve the safety behaviour of our supervisors, employees, workers and those of our contractors, and change their mind-sets from "Safety is an Obligation" to "Safety is My Necessity" through our Safety Culture Change Management ("SCCM") and SEKATA Project.
- 5 Improve contractor management systems to fully comply with local regulations.

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Efforts in preventing high-consequence injuries (continued)

- 6 Increase awareness, system management and compliance of Mining Safety Operation as per Kepmen 1827/2018 requirements.
- 7 Conduct regular assessments to measure level of supervisors', employees' and workers' safety awareness.
- 8 Increase participation of partner supervisors with a quantitative approach for assessment observation, inspection, and hazard report.
- 9 Digitise speed monitoring, fatigue warning, anti-collision sensing in coal hauling trucks to prevent fatality and reduce incidents through Terukur dan Aman ("TEMAN") Fleet Management System.
- 10 Digitise and improve database hazard, inspection, and observation via iSAFE mobile application.
- 11 Continuously review our safety procedures to find deficiencies and provide corrections and revisions based on field observations or recommendations for improvement from incident investigations.
- 12 Conduct specific-purpose Safety Improvement Projects in pit; hauling road; and port operations.
- 13 Designate flat grounds in various on-site locations for contractors' drivers and supervisors for eye level activities.
- 14 Improve quality of mining road standards in each active pit through Mining Road Standard Competition between companies.
- 15 Put up danger warning signage and implementation of buddy system at sediment pond locations or high-risk areas.
- 16 Ensure workers keep the surrounding areas near the sediment ponds free from clutter or obstructions.

Occupational Health Services and Promotion of Worker Health

As part of our contingency plans, all our operational areas have a dedicated First Aid Station ("FAS") with paramedics on site to provide basic emergency medical services. Some of our FAS include medical professionals such as doctors, on-site medical officers and first aiders.

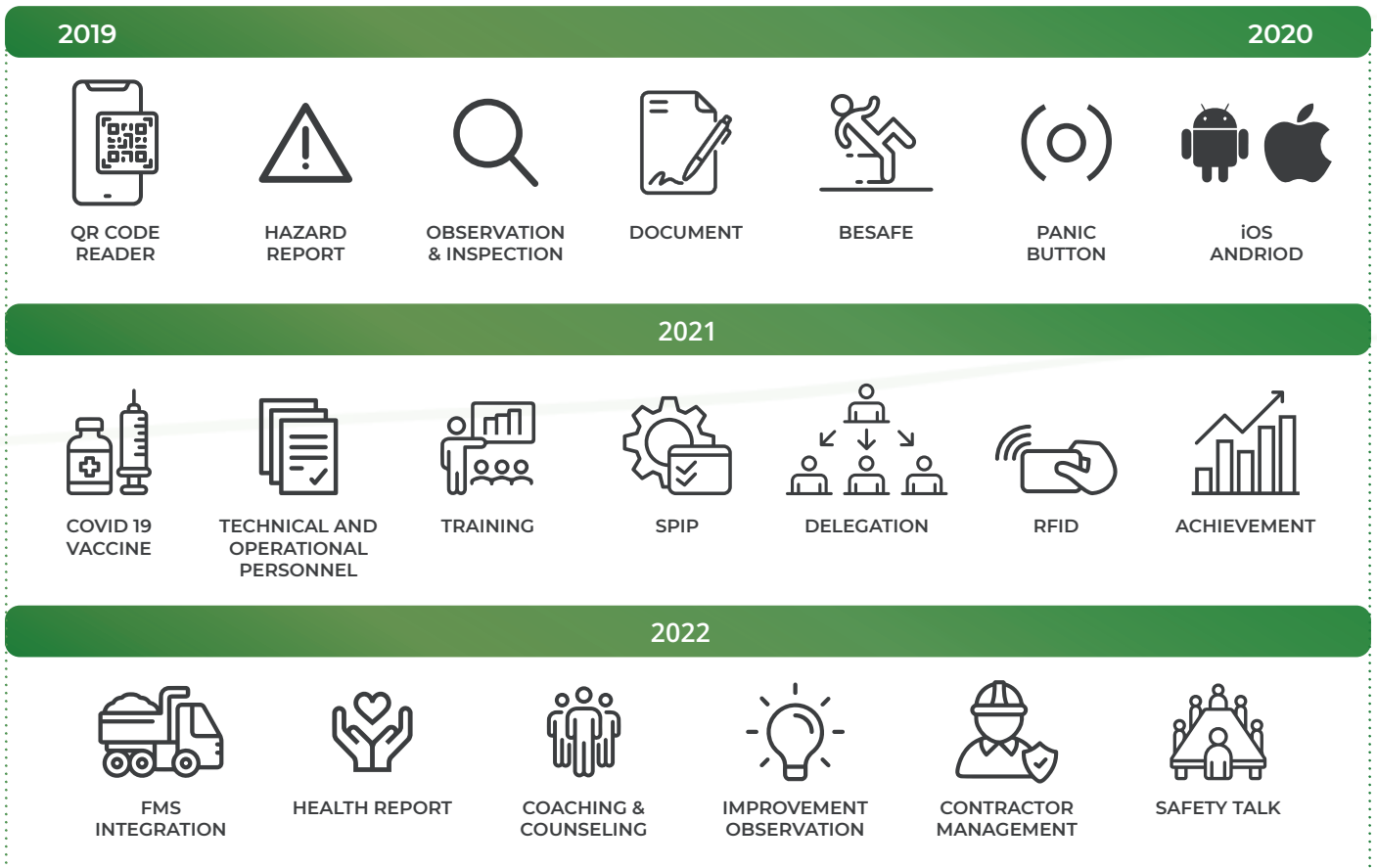
Table 8: Occupational health services introduced at BIB

Occupational health service	Description
Pre-employment medical check up	Rigorous physical examination such as hearing impairment, respiratory, visual, routine blood tests, urinalysis, x-ray imaging, electrocardiogram, and treadmill test.
Annual medical check up	Same medical parameters as pre-employment medical check-up, to detect any health issues at the earliest.
Specific medical check up	For high-risk personnel who are at risk of exposure to electrical, chemical or radioactive hazards, requiring more thorough and frequent checks biannually.
One-on-one medical consultation	To conduct after each medical check-up.
Health risk assessments	To conduct in the office and on-site.
Health-related survey	To measure the lighting, noise, dust, air quality, temperature, humidity, heat stress and vibration.
Health talks	To be conducted by medical doctors from local clinics.
Work fatigue management	Carried out for dump truck operators to ensure their fitness for work.
Food supply inspection	Collaborated with food vendors to ensure hygiene and sanitation standards are met.

HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Figure 13. Additional features are to be introduced in 2022 such as developing health report and arranging coaching and counselling sessions, on top of the features introduced over the past few years



Safety Culture Change Management

We place a strong emphasis on improving our employee's perception on safety management. However, we understand that altering the mindset of employees is an arduous and challenging process. As such, we have developed a two-year long, one-on-one training for our employees to fully understand the purpose and need for safety management. Our milestones are shown in Figure 14 below.

Figure 14: Safety trainings provided for our employees since 2019



HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Performance

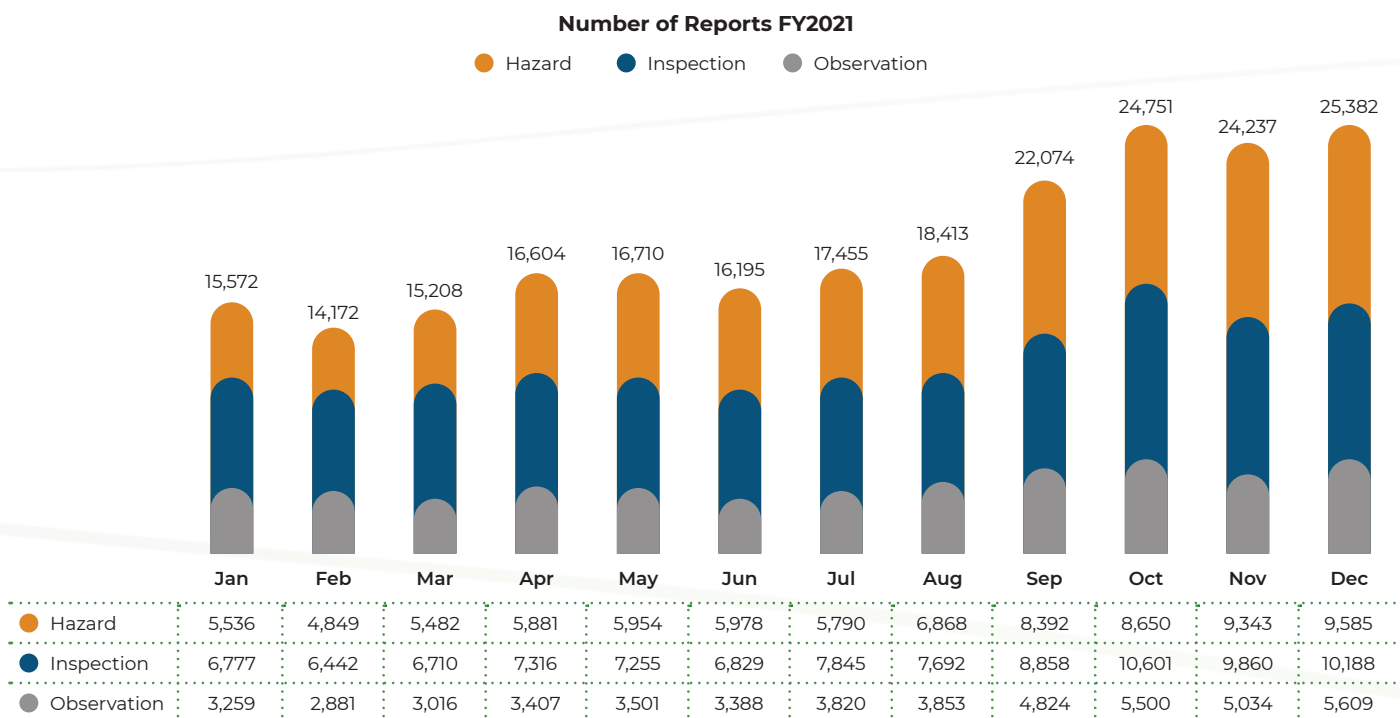
BIB reported a 0.00 Lost Time Injury Frequency Rate (“**LTIFR**”) and a 0.00 Lost Time Injury Severity Rate (“**LTISR**”) in FY2021 as compared to 0.07 and 8.63 respectively in FY2020. The threshold limits for LTIFR and LTISR in FY2021 were 0.14 and 7.94 respectively. Furthermore, BIB employees have achieved the same rate of 0 for fatalities as a result of work-related injury, high consequence work-related injury (excluding fatalities), and recordable work-related injuries. For BIB contractors, the rate for fatalities as a result of work-related injury remained at 0, and the high consequence work-related injury (excluding fatalities) has been reduced to 0. For recordable work-related injuries, there were 4 recorded injuries for BIB contractors due to fatigue, uneven road and dumping floor conditions, and unawareness of equipment risk. To mitigate the risks, BIB has repaired uneven roads and dumping floors, conducted safety training for equipment use, and ensured contractors undergo fatigue awareness training.

The reason for the decrease in incident frequency rate can mainly be attributed to the effectiveness of SCCM and regular safety trainings conducted by our employees and external vendors, which inculcate a safe working culture.

The implementation of ODWI and increased submission of hazard reports have enabled us to identify and mitigate potential hazards arising within the workplace before they develop into incidents. Some of the hazards identified are electrical hazards and road standards as shown in Figure 17. These identified hazards are further inspected, mitigated, and monitored through the inspection report as shown in Figure 18. ODWI has been proven to be an effective programme in increasing hazard awareness, as well as a useful tool for ensuring risks are removed or mitigated through frequent inspections and hazard reporting.

For more information on Health and Safety, please refer to Appendix B of this Report on Page 60.

Figure 15: Hazard, observation, and inspection reports generated through ODWI



HEALTH AND SAFETY

PROTECTION OF OUR STAKEHOLDERS

Figure 16: Number of participants participated in hazard, observation, and inspection reports recorded through ODWI

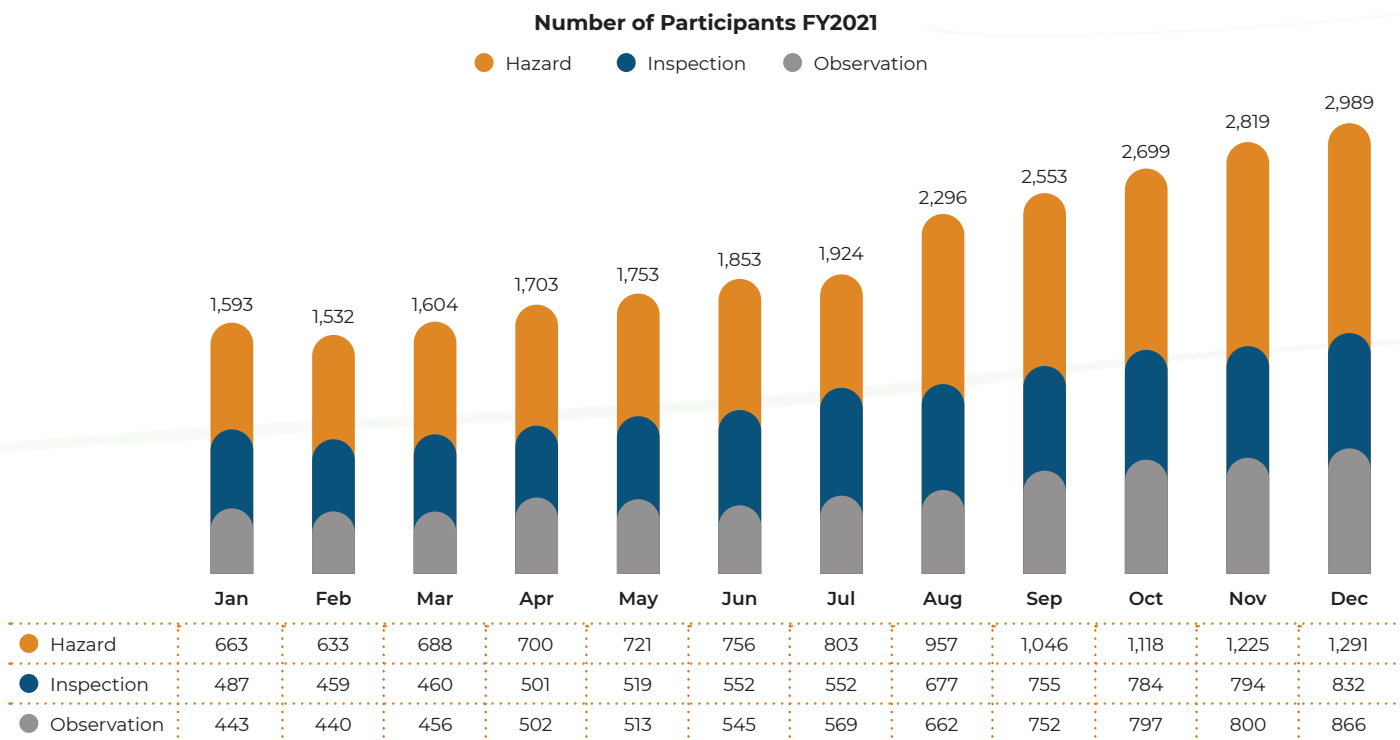
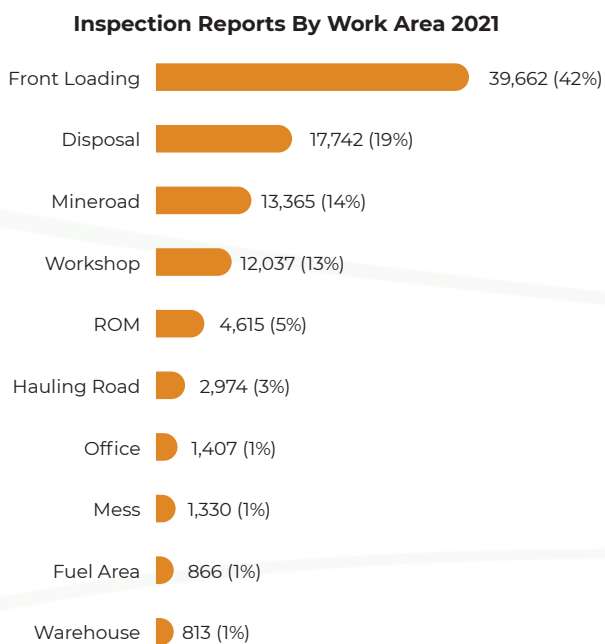
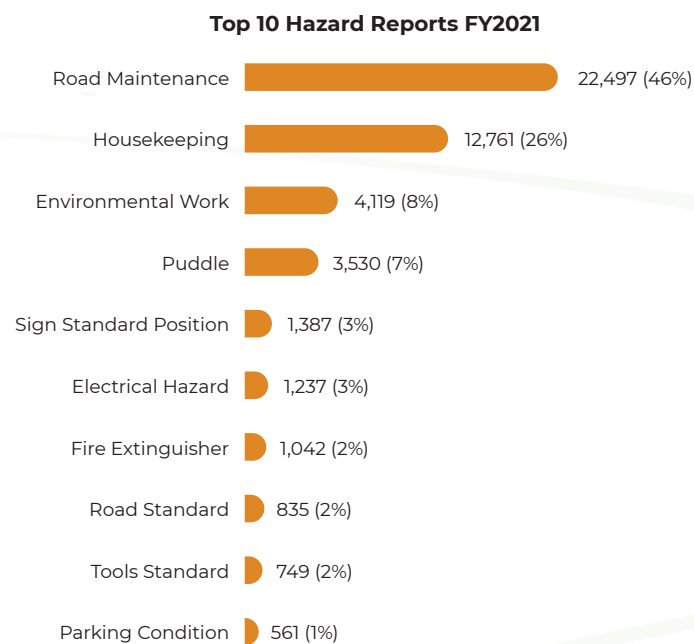


Figure 17: Top 10 hazards as advised by ODWI weekly report communicated to Pit Operation Department for further mitigation of potential risks and focused on preventing further cases of such incidents

Figure 18: Drill-down of hazards by work area to highlight the highly reported hazard locations and less reported hazard locations



LABOUR RELATIONS



WHY IS THIS IMPORTANT TO GEAR?

We believe human capital is our greatest asset in paving economic growth. To keep our employees' skills, up to date, and to gain a competitive edge, we invest in a diverse range of training and development programmes for our employees. We strive to continuously provide opportunities for employees' professional and personal growth.

POLICY/MANAGEMENT SYSTEM

- ▶ Group Personal Accident Policy
- ▶ Overseas Assignment Policy
- ▶ Overseas Business Travel Policy
- ▶ Leave Policy
- ▶ GEMS HR Corporate Policy
- ▶ GEMS Labour Relations Management Policy
- ▶ GEMS Recruitment Policy

SDG ALIGNMENT



PERFORMANCE HIGHLIGHTS FOR FY2021



10,373 training hours
for 191 employees



Zero labour dispute or strike

FY2021 TARGETS ACHIEVED

Target	SDG Indicator
Zero labour dispute or strike	8.8
100% compliance to manpower regulations	8.8
2 training courses over a rolling 2-year period for talent	4.4
97% retention rate of talent	8.5

LABOUR RELATIONS



Looking after our Employees & Talent Management

Management Approach

We recognise the importance of providing employees with the necessary resources to support their professional development and individual well-being. As such, we provided competitive remuneration packages and medical benefits to ensure that our employees are taken care of. In addition, various training and development programs are conducted to upskill our employees.

Talent Management

In-house employee training sessions organised by BIB

Supporting and enhancing the learning and professional development of our employees is key to developing a productive workforce. We ensure that our employees' skills and capabilities are enhanced through suitable training sessions. In collaboration with various institutions, we conducted workshops covering the different arms of BIB business operations in FY2021. Training on key market trends and mining concepts were also conducted to help employees understand their job scope and improve productivity.

BIB has met the target of 2 training courses per talent employee over a rolling 2-year period. From FY2020 to FY2021, 143 talents attended at least 2 training courses over a rolling 2-year period to 31 December 2021.

In-house training and development programmes organised by GEMS

GEMS provides various certifications and training programmes to all employees. Annually, the respective Departmental Heads, HR Corporate, HR Business Partner, and the Management identify new potential leaders or talents within the respective departments, and reassess if the potential leaders or talents identified in previous years still meet the criteria. GEMS continues to encourage all employees, regardless of their grades and job scopes to attend certification programmes on topics such as Science, Technology, Engineering & Management, Legal, General Management, and HSE. Certification programmes are mainly conducted online via BIB's learning portal, but some in-person certification programmes have resumed since being paused in March 2020. Aside from certification programmes, Table 9 below describes the various leadership programmes GEMS has in place for employees.

Table 9: GEMS leadership training programmes

Programme	Description
Graduate Development Programme ("GDP")	GDP provides training to supervisors or team leaders to lead and manage front-line employees to effectively discharge their duties.
Management Development Programme ("MDP")	MDP teaches potential section head employees how to effectively lead and manage their employees (individually) to improve workflow.
Executive Competency Development Programme ("ECDP")	ECDP aims to provide necessary training and development for the Heads of Department to effectively lead and manage teams.
Leadership Development Programme ("LDP")	LDP ensures that Heads of Divisions can lead and manage potential leaders and employees within the division. The programme aligns division heads to the 5 pillars of knowledge – Finance, Legal, Information Technology, Science & Engineering and General Management.
Senior Leadership Development Programme ("SLDP")	SLDP aims to ensure the Heads of Business Units and Section Units or above have the ability to lead and manage the entire business unit, its human capital, think strategically and develop business acumen.

⁴ GEAR has no fixed-term employees in Singapore.

LABOUR RELATIONS

Performance⁵

The training hours in BIB, which comprises training for our non-staff, staff, middle management, and senior management, increased from 5,280 hours for 75 participants in FY2020 to 10,373 hours for 191 participants in FY2021. This increase is due to the inclusion of headquarters staff training and an increase in talent employees identified.

For more information on Labour Relations, please refer to Appendix B of this Report on Page 61.

Labour Relations Management

Management Approach

Effective communication among co-workers is essential for enhancing work productivity and building strong work ethics. We focus on establishing positive employer-employee relationships by encouraging open communication and discussion. GEMS' Labour Relations Management Policy is implemented to manage workplace relations.

Table 10: GEMS' Labour Relations Management and Recruitment Policy



GEMS' Labour Relations Management Policy aligns with its main principles and shows how GEMS values the welfare of its employees. The policy is also enforced with the aim of achieving three main targets:

1. Reinforcing and clarifying the rights and obligations of the employer and its employees
2. Providing better guarantee of the rights and obligations of the employer and its employees
3. Maintaining and enhancing a prolific working relationship between the employer and its employees



GEMS has a recruitment policy for individuals above 18 years old. The recruitment policy ensures that all employees meet the requirement for the position and do not possess any competing or conflicting interests.



GEMS has a 7-step grievance mechanism which provides a clear and transparent framework for addressing any form of grievance in the workplace. This is to ensure all disputes are settled and encourages a harmonious relationship between employees and their supervisors.

BIB has a policy which aims to resolve any form of work conflict or complaint at an early stage. The three main principles behind this policy are:

1. Every supervisor must be open to listening to problems experienced by or complaints from his or her subordinates relating to work, or relationships between colleagues.
2. Every subordinate must be open to receive inputs/suggestions relating to the problems identified.
3. In certain cases, complaints can also be conveyed through the Human Resource Department, after which the Industrial and Employee Relations Department is to follow up with the cases

⁵ FY2019 and FY2020 average training hours have been restated for more accuracy.

LABOUR RELATIONS

All employees have direct access to the Human Resources Department and are encouraged to engage them for any work-related issues. In cases where supervisors are unable to resolve the issue, the matter will be escalated to our Industrial and Employees Relations Team to ensure that a common understanding and a fair solution is reached between those involved.

In the event of a significant change in operational activity that may affect GEAR's or BIB's employees, the Group provides a minimum one-month notice period in advance. BIB fully complies with Indonesian labour laws, and this is reflected through annual audits conducted by the Ministry of Manpower and Transmigration.

Numerous programmes and Standard Operating Procedures (“SOPs”) have been implemented in GEAR, GEMS, and BIB to support our employees, ensure their well-being is taken care of, and express gratitude to them. The Group continued to hold town hall meetings where Senior Management shared the company's progress and performance, as well as strategic and business objectives. Senior Management also took this opportunity to show appreciation for employees, recognise their efforts, and share the importance of working from home and staying safe and healthy. Employees are encouraged to share their opinions on work and issues they may encounter.

Performance

We are proud to announce there were zero cases of strikes and lockouts in FY2021. This clearly reflects the positive work environment and relationships fostered within our working community.

For more information on Labour Relations, please refer to Appendix B of this Report on Page 61.

Employee Engagement and Enablement Initiatives

In FY2021, BIB rolled out two new labour relations initiatives - Employee Engagement and Employee Enablement. Under the initiatives, BIB has:

- ▶ Provided COVID-19 vaccines to all its employees and their families to protect their health;
- ▶ Sought to understand employees' aspirations through online surveys and focus group discussions, recognised their achievements, provided wellness and wellbeing programmes, and updated HR policies;
- ▶ Organised leadership skills development programmes and trainings to provide a boost of confidence for the leaders of BIB;
- ▶ Conducted knowledge and skills gap analysis for our employees to select and provide necessary trainings tailored to them; and
- ▶ Conducted career progression and trainings for the identified talents.



MINIMISING ADVERSE ENVIRONMENTAL IMPACT AND STRENGTHENING CLIMATE RESILIENCE

ABOUT THIS IMPACT AREA

We are committed to carry out our operations in a responsible and sustainable manner in efforts to protect our environment.



Material Matters under this impact area



ENVIRONMENT

Sub-matters

- Air Quality Management
- Energy Consumption
- Greenhouse Gas Emissions
- Solid Waste Management
- Land Management
- Water Resource Management

SDGs aligned to this impact area



NURTURING THE ENVIRONMENT

WHY IS THIS IMPORTANT TO GEAR?

Due to the nature of our industry, our operations have significant inherent impacts on the environment including air pollution, waste generation, land-use change and GHG emissions. We are committed to minimise the impacts of our business operations on the environment, and carry out our operations in a responsible and sustainable manner.

POLICY/MANAGEMENT SYSTEM

- ▶ ISO 14001:2015 Environmental Management System attained in December 2018 and renewed with validity till 1 November 2024⁶ for BIB and is managed by GEMS' HSE Department
- ▶ BIB's Mining Safety and Environmental Protection Policy
- ▶ GEMS' Waste Dumping Policy
- ▶ GEMS' Land Reclamation Policy
- ▶ BIB Hazardous Solid Waste Disposal Policy

SDG ALIGNMENT



⁶ In FY2021, BIB passed the external audit and renewed its certificate for ISO 14001:2015 certificate valid until 1 November 2024.

PERFORMANCE HIGHLIGHTS FOR FY2021



100% compliance with local air quality regulations



2.37% decrease in fuel consumption energy intensity from 0.203GJ/tonne in FY2020 to 0.199 GJ/tonne in FY2021



13.78% increase in electrical energy intensity from 0.597 kWh/tonne in FY2020 to 0.525 kWh/tonne in FY2021



100% compliance with local effluent discharge limits



35.79 ha of land rehabilitated in FY2021

Received "Green" Rating for PROPER Award on Company Performance Rank Assessment Program in Environment Management

Received in September 2021 - Main Awards Mineral and Coal Mining Environmental Management Category for Mining Company Groups Holding Coal Contract of Work ("CCoW") and Coal Commodity Special Mining Business Permits 2020

Received in September 2021 - Main Awards Category of Standardization and Business of Mineral and Coal Mining Services for Business Entity Management Group Holding Mining Services Business License 2020

FY2021 TARGETS ACHIEVED

Target	Status	SDG Indicator
Air Quality for NO ₂ , SO ₂ , CO and TSP emissions below government limits	✓	3.9 12.4
Meet land reclamation target of 87.28 hectares ("ha")	Not achieved	15.2
All effluent parameters under the upper limit set by the local government	✓	6.3

NURTURING THE ENVIRONMENT

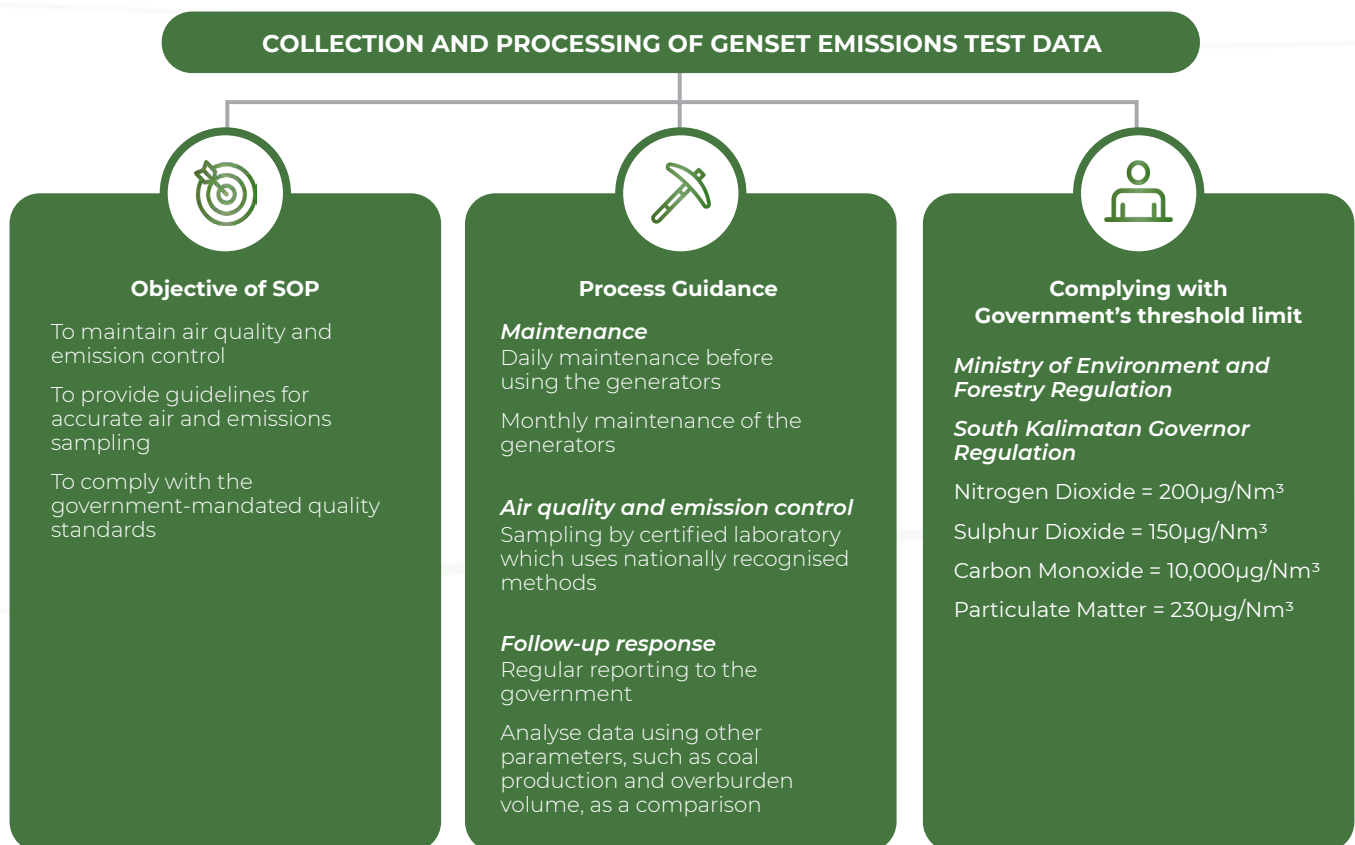
AIR QUALITY MANAGEMENT

Management Approach

We strive to maintain air quality within regulatory limits for our local and neighbouring communities. We have stringent measures to prevent the release of harmful gases and to suppress dust particulates above regulatory limits, including engaging a certified independent laboratory to monitor the quality of ambient air in our concession areas. Quarterly laboratory tests were conducted by agencies appointed by the Environmental Department of Tanah Bumbu to ensure that the by-product emissions from our operations remain at levels deemed safe by the local authorities.

Our SOP on the “Collection and Processing of Genset Emissions Test Data” serves to guide our team in measuring emissions from generators.

Figure 19: Collection and Processing of Genset Emissions Test Data SOP



PERFORMANCE

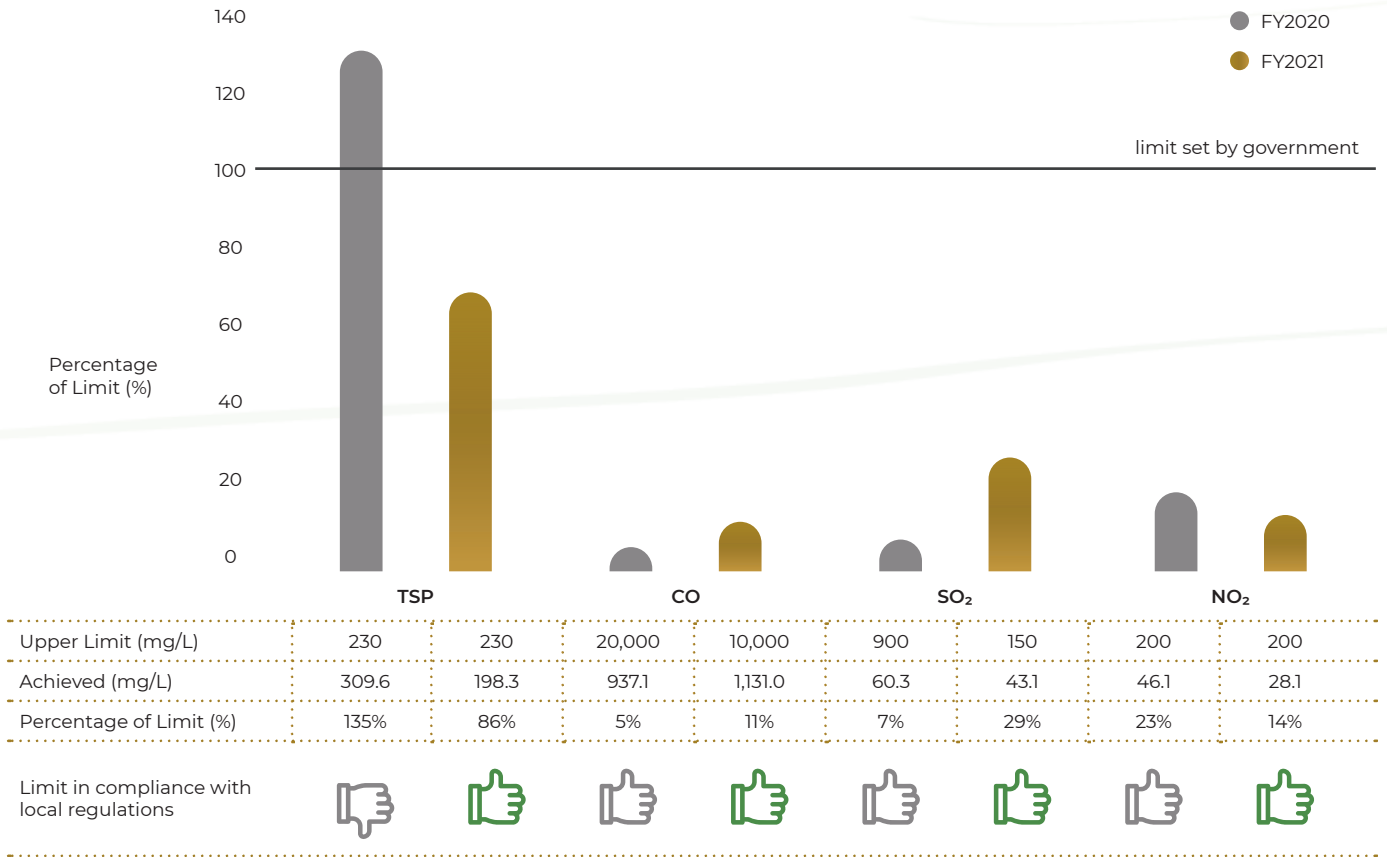
In FY2021, we stayed within the upper limits for NO₂, SO₂, CO and TSP as mandated by local government. Figure 20 shows our highest emissions in FY2021 and FY2020 for NO₂, SO₂, CO and TSP against the upper limit set by the regulatory body.

As part of our environmental efforts to minimise TSP pollution, BIB would regularly spray down public roads commonly shared amongst other mining companies using water trucks. Additionally, we installed water spray systems at our workshop premises since 2018 to better suppress TSP levels. FY2021 saw our water truck fleet grow from 32 to 36, and this aids us in reducing our TSP levels.

For more information on Air Quality, please refer to Appendix B of this Report on Page 64.

NURTURING THE ENVIRONMENT

Figure 20: BIB's highest air quality emission in FY2020 and FY2021 in comparison to the upper limit set by the local government



NURTURING THE ENVIRONMENT

ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS ("GHG")

Management Approach

We recognise the increasing importance of the sustainable use of energy and natural resources and hence are committed to consume energy in a responsible manner to minimise our environmental impact.

Figure 21: BIB's Mining Safety and Environment Policy



BIB attained ISO 14001:2015 Environmental Management System in December 2018, and last renewed it in December 2021, valid until 1 November 2024. An annual external surveillance audit was performed in August 2021, and an inspection was carried out to test the robustness of the system. This inspection was conducted simultaneously with the ISO 14001:2015 audit.

PERFORMANCE⁷

We have adhered to the Indonesian governments' regulation and consumed a mixture of petrodiesel, gasoline, B20-graded and B30-graded biodiesel in our operations. We strive to increase our usage of biodiesel which has lower lifecycle GHG emissions than fossil fuels. That impact is to be reflected in our Scope 1 emissions.

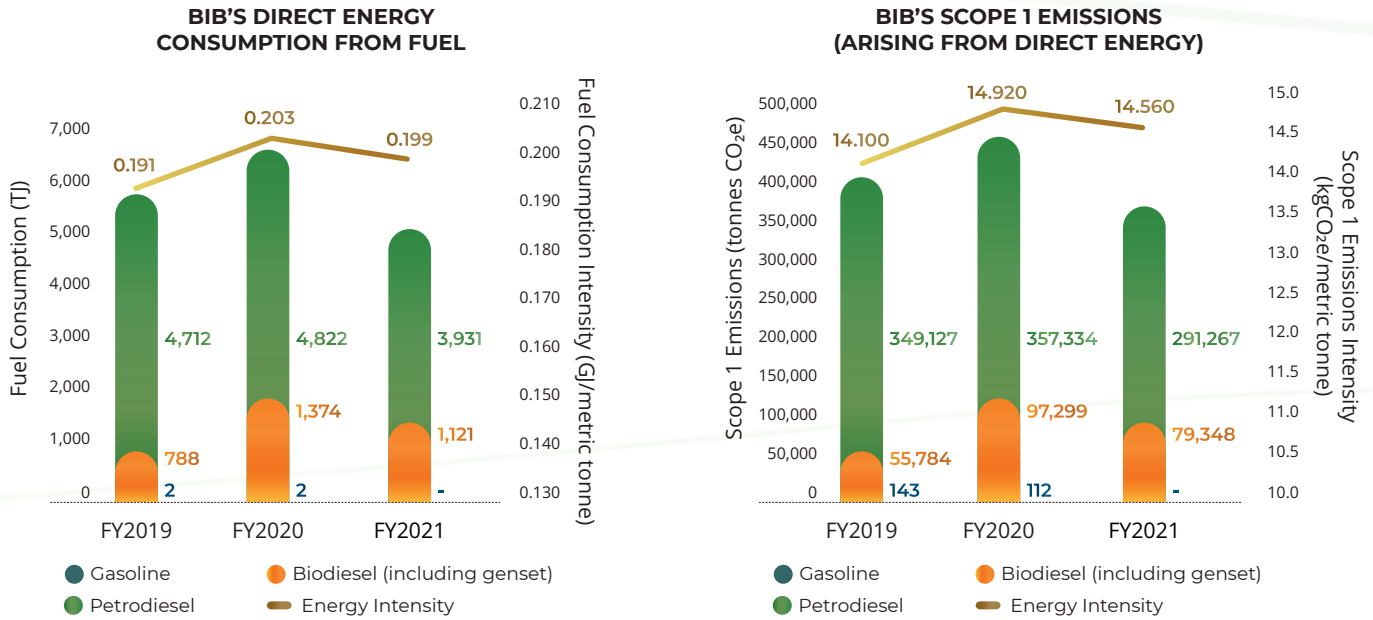
Overall, our total fuel consumption decreased by 18.5 % as compared to FY2020 largely due to lower production volume of 25.4 million tonnes in FY2021 and lesser operational days from increased rainfall. Accordingly, the fuel consumption energy intensity decreased by 2.37% in FY2021 as compared to FY2020.

For more information on Energy and GHG Emissions, please refer to Appendix B of this Report on Page 66.

⁷ BIB's energy consumption data has been restated for FY2019 and FY2020. For fuel, there is a restatement for FY2019 data for more accuracy.

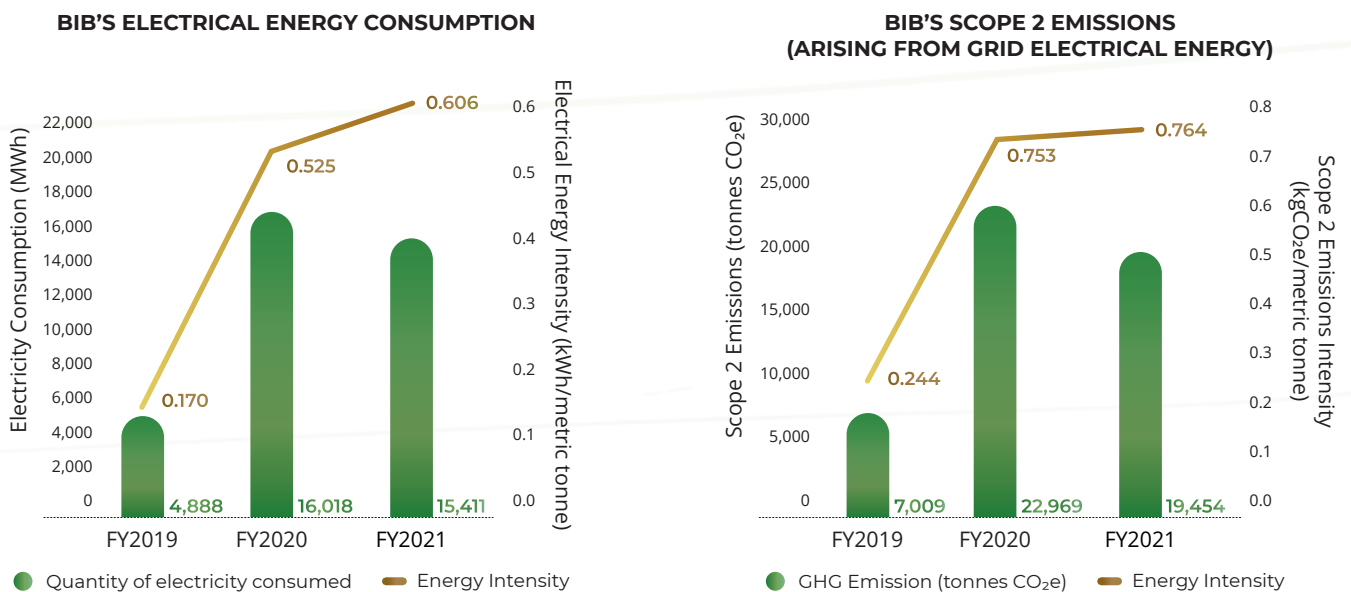
NURTURING THE ENVIRONMENT

Figure 22: BIB direct energy consumption from fuel (left) and Scope 1 emissions arising from direct energy (right)



Due to lower production volume, electricity consumed mainly by Bunati Port decreased from 576.6 TJ in FY2020 to 547.2 TJ in FY2021. While the electricity consumption reduced, our electrical energy intensity increased by 13.7% due to the update of Grid Emission Factor (“GEF”) for South and Central Kalimantan in Indonesia, from 1.28 tCO₂/MWh to 1.434 tCO₂/MWh. Similarly, Scope 2 emissions intensity increased by 1.3%. Overall, GHG emissions intensity for Scope 1 and 2 decreased by 2.23% from 0.01567 tCO₂e/MT in FY2020 to 0.01532 tCO₂e/MT in FY2021.

Figure 23: BIB's electrical energy consumption (left)⁸ and Scope 2 emissions arising from grid electricity usage (right)⁹



⁸ For FY2020, BIB's Electrical Energy Consumption and Electrical Energy Intensity values were adjusted from 17,554 MWh and 0.58 kWh/metric tonne due to the inclusion of January 2021 data.

⁹ For FY2020, BIB's Electrical Scope 2 Emissions and GHG Emissions Intensity values were adjusted from 25,172 tCO₂e and 0.83 tCO₂e/metric tonne due to the inclusion of January 2021 data.

NURTURING THE ENVIRONMENT

Replacement of diesel-powered generators

We have been using diesel-powered generators since the beginning of our operations at Bunati Port. In our efforts to reduce both energy intensity and greenhouse gas emissions, we have replaced five diesel generators with electrical grid connections. In addition, photovoltaic cells were installed on the rooftops of our office premises in Angsana and Kusan towards the end of FY2020, which generated 763.73GJ of electricity in FY2021. This transition has greatly reduced our reliance on diesel-powered generators in these areas.

Figure 24: Installation of electric generator at Bunati Port (right) and solar panels on the offices' rooftops (left)



Solid Waste Management

Management Approach

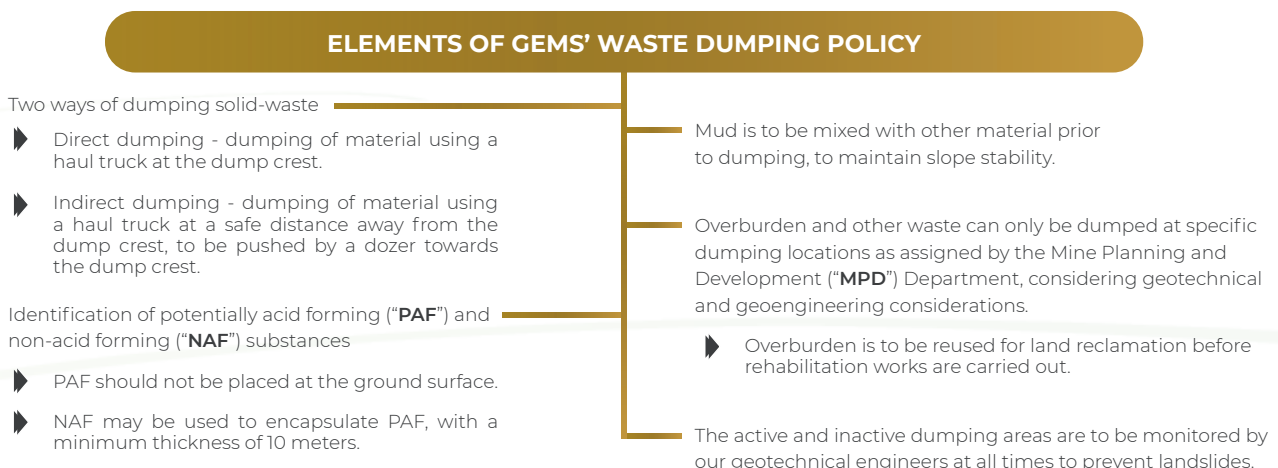
To safeguard our surrounding communities and the environment, we rehabilitate the land we used for mining purposes through our Waste Dumping Policy. These mitigations ensure that the collection, transportation and treatment of solid waste are done to reduce any negative effects caused by mining operations to human safety and the environment.

In addition, our Hazardous Solid Waste Disposal Policy is more stringent compared to the national standard regulated by the Ministry of Environment and Forestry for hazardous waste disposal. For example, while government regulations mandate that the vendor collects hazardous waste every 90 days, our Hazardous Solid Waste Disposal Policy ensures that hazardous waste is collected every month to prevent overloading in the storage building.

We constantly review and monitor our solid waste management and where relevant and applicable, use new equipment and adopt new technology to manage solid waste produced at our mining sites. An example is the use of a SUCO SOMAT machine to compress solid B3 waste material before dumping, which reduces the number of trips taken to dispose of waste.

In FY2021, BIB received a Green Rating for PROPER Award on Company Performance Rank Assessment Program in Environment Management, which assesses a company's compliance and performance in pollution control and/or environmental degradation, and hazardous waste management.

Figure 25: Elements of GEMS' Waste Dumping Policy



NURTURING THE ENVIRONMENT

Figure 26: BIB Hazardous Solid Waste Disposal Policy



BIB Hazardous Solid Waste Disposal Policy

BIB conforms to the national standard regulated by the Ministry of Environment and Forestry. Registered and approved vendor will collect the material locked in the storage building every month to prevent overload.

Performance

Overburden primarily consists of clay, silt and sandstone extracted during coal mining operations. In FY2021, our operations and other mine development projects, such as pit expansion, river diversion and construction of new sediment ponds, triggered an increase of 6.5% or 7,175,679 Bank Cubic Meters (“**BCM**”) of overburden to 116,797,854 BCM and 70,526,193 BCM was used to rehabilitate approximately 35.79 ha of land.

We plan to use the remaining 15,221,800 BCM overburden for reclamation and rehabilitating 69.16 ha areas in FY2022. Overburden is directly disposed at landfills using dump trucks and is regularly monitored to ensure even spreading.

We engage a contractor to dispose all waste, hazardous and non-hazardous, at BIB. In FY2021, the total weight of hazardous waste such as used lubricants, grease and automotive batteries increased by 22.2% from 2020; and the total weight of non-hazardous waste such as tyres, scrap steel, increased by 103.8%. The increase in hazardous and non-hazardous waste is due to the inclusion of waste generated from contractors’ operations in FY2021, which were excluded in FY2020 and FY2019. Out of the total waste generated in FY2021, 1.51% hazardous waste was disposed through recycling and 99.91% non-hazardous waste was either recycled or reused. We will continue to look out for suitable initiatives to reduce waste across our operations.

As part of our continued initiatives to empower local communities, approximately 25,200 kg of tyres were reused to build 168 rumpons for fish aggregating objects under our fisheries initiatives. .

For more information on Waste, please refer to Appendix B of this Report of this Report on Page 66.

Land Management

Management Approach

We are committed to rehabilitate land areas that were affected by our mining operations back to their original state, and to ensure that there are no long-term side effects that could potentially endanger the health of the people, the environment and biodiversity. We have a comprehensive mine closure and reclamation plan which is developed by working closely with ESDM, incorporating their feedback and receiving approval from them. A step-by-step guide of the process is detailed in Figure 28.

Figure 27: BIB’s Land Reclamation and Biodiversity Protection Policy

BIB’S LAND RECLAMATION POLICY

- Mined land shall be returned to its original state and/or its intended purpose.
- The size of reclaimed area shall be equal to the size of mined area.
- Top soil shall be stored appropriately for post-mining revegetation purposes.
- Reclamation process shall be monitored and managed to happen as planned.
- Disruptions to drainage patterns due to mining activities shall be rectified.
- Erosion shall be minimised during and after the reclamation process.
- Revegetation shall be done using the plant species as listed on the Environment Management Plan that is submitted to ESDM.
- During reclamation, the road access to the reclaimed area shall be closed.

BIB’S BIODIVERSITY PROTECTION POLICY

- Protect biodiversity using the ecosystem and species approaches in the working areas of BIB.
- Provide human resources with sufficient competencies to carry out conservation and protection of biodiversity.
- Conduct in-situ and ex-situ conservation in the area of BIB, including protection and preservation of mangrove forests and coral reefs with a survival rate of > 50%.
- Report the status of the biodiversity index of 0-2 per semester.
- Encourage all stakeholders of BIB to support and carry out biodiversity protection programmes to enhance social and environmental responsibilities.
- Support the development of the national strategies and action plans on the protection and utilisation of biodiversity.
- Utilise biological components for the sustainability and protection of biodiversity.
- Facilitate in educational institutions and communities the development of science for biodiversity protection.
- Facilitate the participation of local and indigenous communities in the protection and utilisation of biological resources in a sustainable, fair and equitable manner.
- Institutionalise the community-based biodiversity protection management.

NURTURING THE ENVIRONMENT

Figure 28: Evaluation of land management approach

- 1 INTERNAL AUDIT/VERIFICATION**
 The Environment Department inspects and monitors the progress of land management yearly.
- 2 EXTERNAL AUDIT/VERIFICATION**
 The progress of reclamation is evaluated in terms of quantity and quality.
- 3 BENCHMARKING TO SIMILAR MINING COMPANY**
 The practices of BIB are compared with other practices applied by other mining companies. We try to adopt the best practices wherever possible and review current practices to achieve better results.
- 4 STAKEHOLDER FEEDBACK**
 ESDM (Mineral and Coal Division) inspects and verifies BIB's site before the deposit fund is transferred back every year. We will then follow up with the verification report and improvements will be taken into consideration.

Employees occasionally encounter wild animals, such as boars, dogs, snakes and crocodiles in BIB's premises. When such encounters occur, these animals are handed over to Balai Konservasi Sumber Daya Alam ("BKSDA"), a natural resources conservation centre under the Ministry of Environment and Forestry, for their protection.

One of the trainings under BIB's Integrated HSE Training was a snake awareness session held in July 2021 via Zoom to educate 56 employees from BIB and its contractors on how to respond should they encounter a snake. The session covered 21 common and endangered species in Indonesia, and taught participants ways to handle these reptiles especially if they are venomous.

Figure 29: Biodiversity awareness session via Zoom



NURTURING THE ENVIRONMENT

Performance

Our Mine Closure and Reclamation Plan requires BIB to reclaim and rehabilitate approximately 80% of land disturbed. While we were unable to meet our FY2021 rehabilitation target of 83.94 ha set in 2018, our five-year Mine Closure and Reclamation Plan is on track with 35.79 ha and 63.50 ha of land rehabilitated in FY2021 and FY2020, respectively. BIB was unable to meet our FY2021 rehabilitation target as BIB could only resume its rehabilitation activities in July 2021 immediately upon receiving the renewal of the IPPKH from the Ministry of Environment and Forestry. The reclamation plans were also pushed back by 3 months to strengthen slope stability after the occurrence of a landslide. No injuries were reported. Cumulatively, we reclaimed a total of 685.54 ha and 620.76 ha in FY2021 and FY2020, respectively.

Overall, in FY2021, we received a score of 77% from ESDM for our rehabilitation efforts in FY2020 and we have met the criteria for our second year of evaluation by ESDM on our rehabilitation area in BIB. Our cumulative disturbed area, land that is not yet rehabilitated, increased to 4,215.59 ha from 3,450.21 ha in FY2020.

Mitigation efforts to Land Management

In FY2021, we conducted a study on BIB's soil to analyse the soil quality, soil fertility, tree species, cover crops, and the estimated cost required for revegetation according to its soil characteristics. The results of the study were taken into consideration when planning rehabilitation efforts at BIB.

A second study was conducted to understand the importance of evapotranspiration on our plants and how we could improve the abundance and diversity of wildlife and plants in BIB's post-mining revegetated land.

Study on soil characteristics to support revegetation

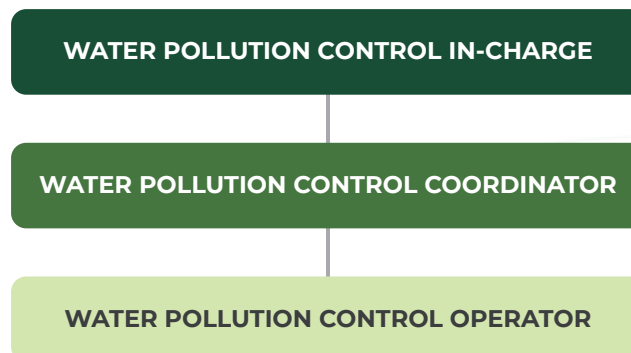
Certified personnel from the Forest Plan Nurseries for Post Mining Land Rehabilitation were engaged to determine the species of plants suited for revegetation at our sites. In addition, we conducted hydroseeding on slopes of our sediment ponds and other critical land areas to prevent soil erosion and landslides, and improve air quality and water conservation, and soil fertility.

Water Resource Management

Management Approach

Effective and holistic management of water resource is one of our drivers to achieve our environmental goals. Our water resource management framework follows a hierarchal system where the water pollution controller oversees the water pollution coordinator and operator. Figure 30 highlights BIB's water resource management structure.

Figure 30: Water Resource Management Structure



NURTURING THE ENVIRONMENT

Effluent management and treatment

We are responsible in ensuring the quality of our discharged effluent and that the discharged effluent remain well within regulatory limits and do not cause any harm to our people and the environment.

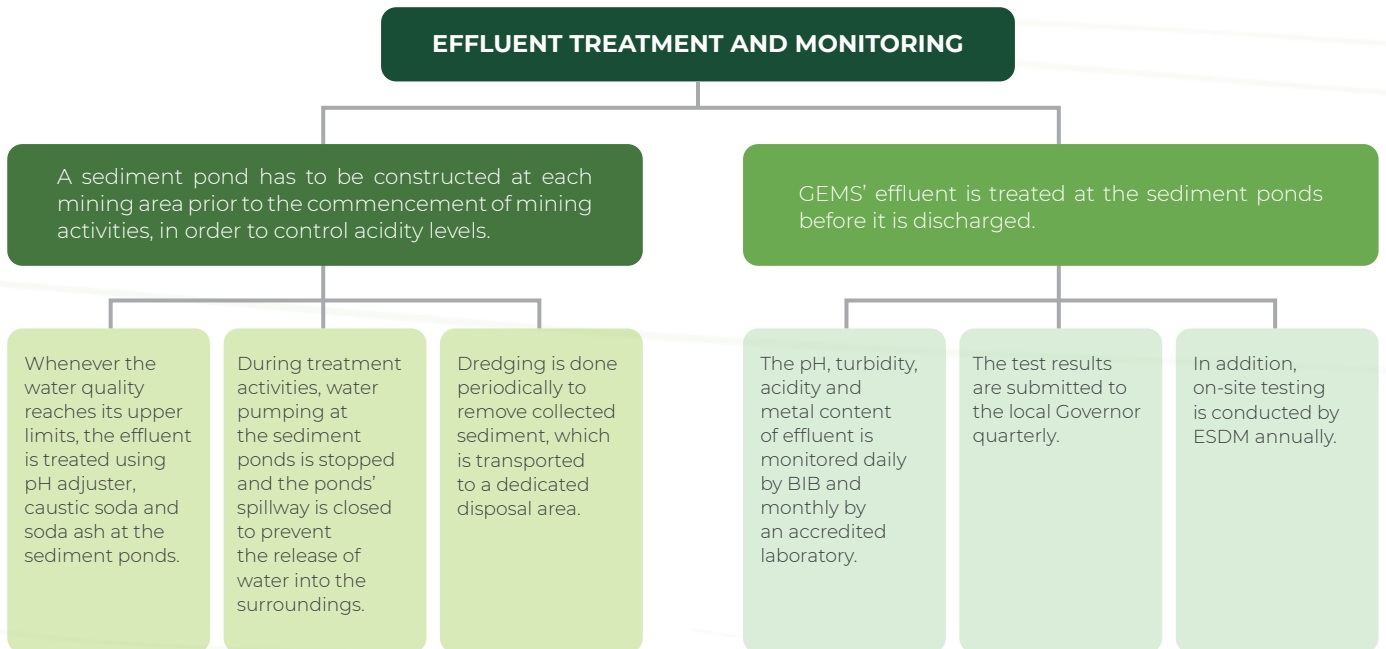
Our effluent treatment and monitoring processes takes into consideration the limits set by the local government, by treating and measuring the quality of the effluents before releasing into the surrounding water bodies. We engaged an external laboratory to conduct monthly tests on our treated effluents and these tests results would be submitted to ESDM. We engaged qualified personnel certified by the National Professional Certification Agency to ensure our processes comply with local regulations. Trainings are provided to our employees for them to remain skilled in effluent management.

As part of our efforts to mitigate the environmental effects caused by the increased rainfall in South Kalimantan, we continued to construct larger capacity sediment ponds to support mine operations as well as manage floods affecting our surrounding communities. BIB installed neutramill machine to mix quicklime (CaO) with water before releasing the mixture into the sediment ponds to maintain its pH levels. Quicklime ensures the water in sediment ponds stay within the pH range regulated by the authorities.

Figure 31: Neutramill machine installed at BIB's site



Figure 32: BIB's approach towards effluent management



NURTURING THE ENVIRONMENT

Water resource management and reduction

We monitor the efficiency of our water resource at our operations. These include water footprint and life cycle assessment, revegetation of plants on riverbanks, and prevention of waste disposal in the water bodies. We also monitor the water level measuring scales and discharge flow meters in the sediment ponds. Revegetation at the river acts as a noise dampener as well as an absorber of CO₂ emissions. Our water management equipment and tools are regularly maintained to ensure data accuracy. We also benchmark our processes against market best practices to ensure our water management system remain relevant and reliable. We also monitor and implement valuable feedback received from external stakeholders such as local and central governments, through their annual site verifications.

We have an External Relations Department, which is a channel for local communities to voice any grievances or provide feedback on our operations. When a grievance is reported, BIB issues a site inspection verification report and submits this report with findings and recommendations to the Head of Mine Technical and Operation Director. There were no grievances reported in FY2021.

Performance

In FY2021, all our effluent parameters were within the upper limits set by the local government. Figure 33 provides BIB's highest average effluent content in mg per litre of water for total suspended solid ("TSS") value, cadmium ("Cd"), iron ("Fe") and manganese ("Mn") content. Similarly, the highest average pH value and local regulatory limit is shown in Figure 34.

We engaged an independent third party to conduct regular monitoring of effluent quality, and the reports were sent to the local regulatory.

Figure 33: BIB's highest effluent quality reading in TSS, Cd, Fe and Mn for FY2020 and FY2021 in comparison to the upper limit set by the local government

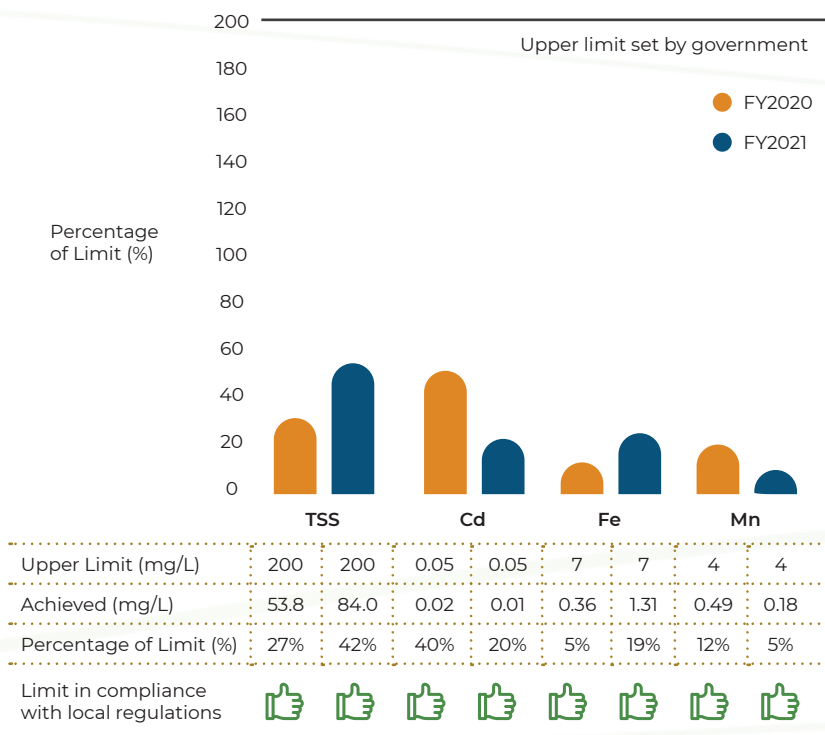
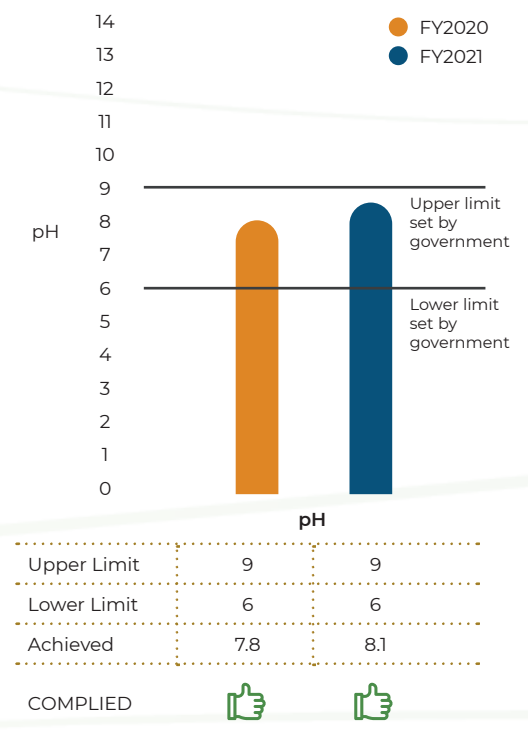


Figure 34: BIB's highest effluent quality reading in pH value for FY2020 and FY2021 in comparison to the upper and lower limit set by the local government



NURTURING THE ENVIRONMENT

Efforts introduced to Water Resource Management in FY2021

We recycled treated water from our sediment ponds for washing equipment at workshops, spraying down hauling roads and pit operations to suppress dust levels. Before water treatment, we would use slurry pumps, and blending mud from sediment ponds with dry material and moving the mixture to disposal areas.

Geomembrane liners were introduced in our new sediment ponds in Batulaki, Kusan and Girimulya to maintain water quality. As a waterproofing liner, geomembrane liners are less costly and provides ease of installation. They are also made of material that is puncture and tear resistance which enables long-term reliability and durability.



Study and research on Effluent Management

Over the course of our operational years, we have conducted several research and development studies on effluent management.

Firstly, BIB conducted both technical and economic studies for Acid Mining Water and Surface Mining Water management, with the objective to understand and manage levels of surface and ground water in sites which may be compromised by our mining activities. Secondly, a microbiological and biomineralogy study for the treatment of TSS and pH in effluents was conducted. The biofloculants produced are expected to treat water with high TSS and decrease the acidity level. Lastly, a passive water treatment study was conducted using a wetland system, at both Girimulya site for the study of land characteristics of the sediment ponds and at the wetlands surrounding BIB sites for swamp forest wetland constructions. Spatial planning analysis was conducted to determine the suitability of the location to construct swamp forest wetland, and the types of plants and trees suitable to be grown in the swamps. The swamp ecosystem would act as a water treatment plant, filtering wastes and purifying water naturally, and at the same time, provide a habitat for biodiversity and help with flood management.

SECURING THE LIVELIHOODS AND PROTECTING THE RIGHTS OF OUR COMMUNITIES



ABOUT THIS IMPACT AREA

GEAR's corporate social responsibility ("CSR") focuses on giving back to our local communities by listening to their needs and wants.



Material Matters under this impact area	Sub-matters	SDGs aligned to this impact area
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COMMUNITY MANAGEMENT

Empowering Local Communities



EMPOWERING LOCAL COMMUNITIES



WHY IS THIS IMPORTANT TO GEAR?

Guided by our CSR blueprint pillars, we are committed to drive positive and sustainable changes in our communities. We strongly believe in giving back to the society to strengthen our relationship with the community. We seek to continuously look out for community and environmental initiatives and solutions.

POLICY/MANAGEMENT SYSTEM

- ▶ CSR initiatives supported by elements from BIB's Mining Safety and Environmental Protection Policy
- ▶ BIB's CSR activities focused on 8 pillars of the local government's CSR blueprint

SDG ALIGNMENT



PERFORMANCE HIGHLIGHTS FOR FY2021



Benefitted more than **310,000 individuals** and **44,600 households** of the local community in FY2021



S\$500,000 donated to Nanyang Technological University ("NTU") for the establishment of the Golden Energy and Resources Environmental Sustainability Scholarship

Received in April 2021 - **Top Leader on CSR Commitment 2021 to GEMS CEO**

Received in April 2021 - **Top CSR Awards 2021 – Star 5 (Outstanding) and Special Category Program CSR Exit Strategy**

Received in September 2021 - **The Most Committed Corporate for SDGs on Environment Pillar**

Received in September 2021 - **The Top Leadership for SDGs**

FY2021 TARGETS ACHIEVED

Target	SDG Indicator
Compliance with Regulation No. 1824 (year 2018) regarding local community development as stipulated by ESDM	1.4 2.3 10.1

EMPOWERING LOCAL COMMUNITIES

Management Approach

Our CSR initiatives focused on the local government's CSR 8 pillars blueprint, which comprises of Infrastructure, Environment, Institutional, Education, Health, Economy, Sustainable Economy, and Social, Culture & Religion, and are aligned according to our Mining Safety and Environment Policy and Regulation 1824 (Year 2018).

To ensure that our CSR initiatives are meaningful, it is important for us to understand the needs of the local communities. Guided by the CSR management framework, we have long-term plans with targets that strengthen our relationships with our local communities. We believe that creating a positive impact and increasing the quality of life among people in the local communities which we operate in is crucial towards our Group's growth and development.

We use a three-pronged approach that covers social needs assessments, aligns our CSR with the region's strategic plans, and collaborates with the local community and the government as shown in Figure 35. Our milestone targets, as summarised in Figure 36 below, are in line with BIB's mine closure plans submitted to the mining regulators.

Figure 35: GEM's approach towards CSR management

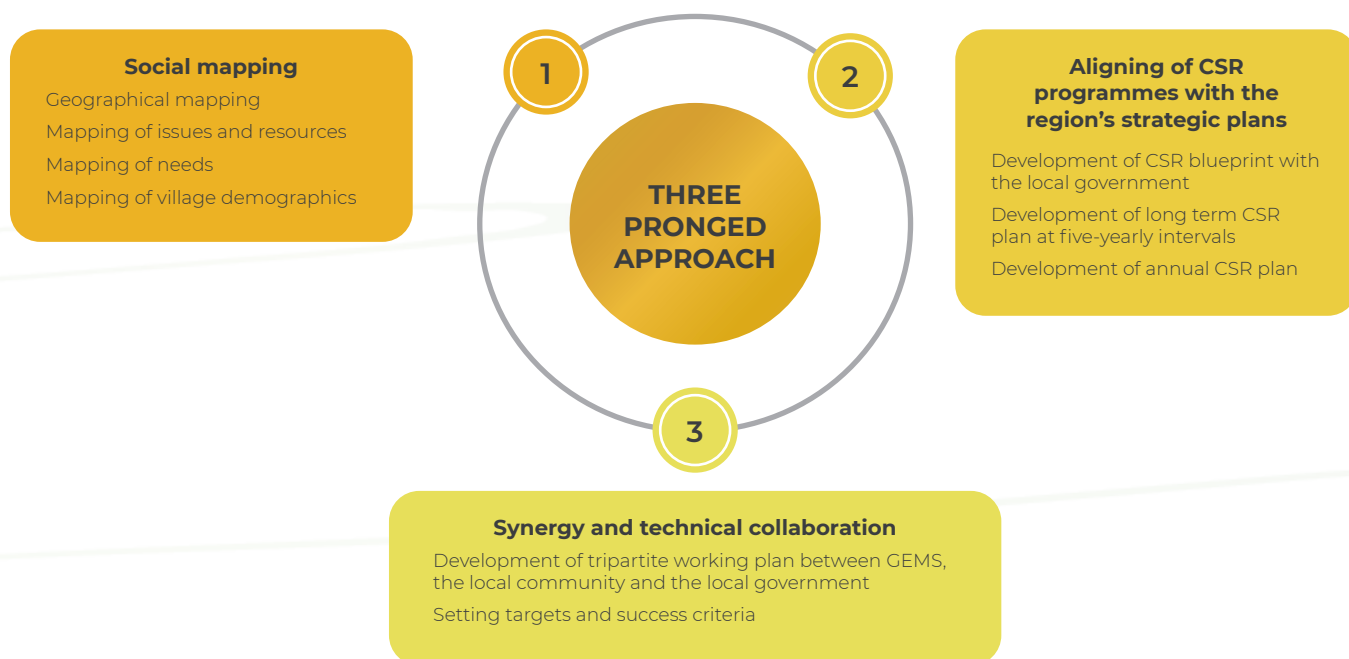
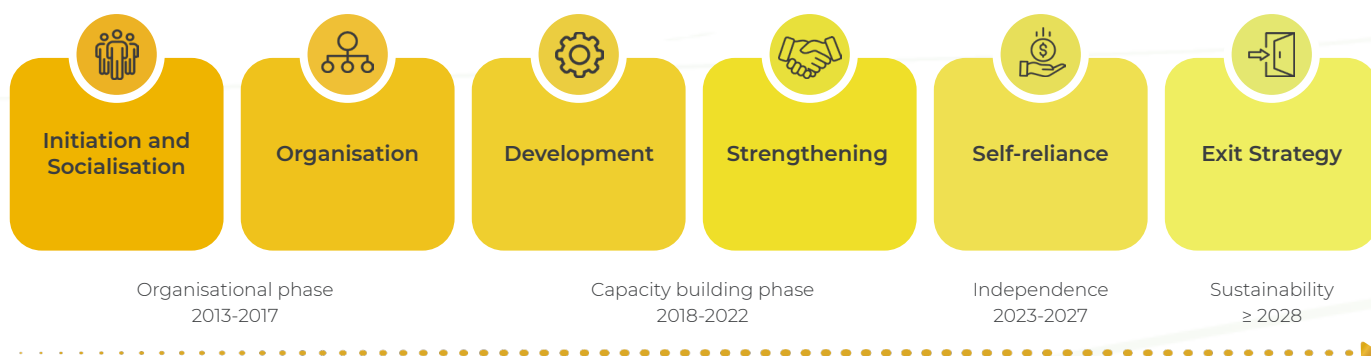


Figure 36: Milestone model



EMPOWERING LOCAL COMMUNITIES

Performance

We continue to strive relentlessly in our endeavour of nation-building, sustainable development, inclusive growth and social equity through local community investment. Pursuant to that, we implemented various CSR initiatives to meet the needs of local communities where we have a presence in. Our various initiatives in FY2021 have benefitted more than 310,000 members from more than 44,600 households of our communities in which BIB and GEAR operate.

Community Initiatives for FY2021

Table 11: BIB's community investment activities in FY2021

CSR Blueprint Pillars	Community investments and initiatives in FY2021
 <p>Health</p>	<p>As of 31 December 2021, we renovated nine households to meet the local government's sanitation standards. Included in the nine households are two needy families who had their houses renovated to improve their living conditions.</p>
 <p>Education, Real economy, Self-reliance economy, Institution, Environment & Infrastructure</p>	<p>Provided materials and training to 155 beneficiaries with the primary objective of developing the beneficiaries' digital/online marketing skills which would allow them to promote their businesses to a larger customer base.</p> <p>Provided materials and screen-printing machines to print labels for compost and food and beverage packaging in Ds. Angsana and Ds. Mustika. The final products will be sold at the UMKM Centre located in the community.</p> <p>Further to our FY2020 composting initiative which had benefitted six villages, BIB extended the training to convert livestock manure to fertiliser for cultivating crops and revegetating land. Two more villages, namely Ds. Jombang and Ds. Wonorejo, were included in the composting programme in 2021.</p> <p>In addition, a workshop was specially organised for the honey production trainees of FY2020, in which a director of botanical facilities and beekeeping experts were invited to share their experiences and knowledge with the trainees. The primary focus of this workshop was to provide training on improving the quality and quantity of honey produced. Measurement instruments, honey harvesting tools and bee suits were distributed during the workshop.</p> <p>In collaboration with the Sasirangan fabrics manufacturers in South Kalimantan, BIB provided training for 30 beneficiaries from 19 villages on how to produce handicrafts and souvenirs which are iconic of South Kalimantan and Tanah Bumbu.</p> <p>Provided sewing machines and 3-month basic to intermediate sewing skills training to seven women aged 35 to 45 years old. These women will be contracted to sew uniforms for BIB employees and its contractors annually.</p> <p>In collaboration with the local authorities, provided initial capital for seeds used for environmental remediation and plant revegetation in Ds. Girimulya and Ds. Sekapuk. More than 10 varieties of seed bank were provided, such as sengon, jengkol, petai, cempedak, jackfruit, jatimas, rasamala, mahogany, cempaka, ironwood, meranti, durian, lime, bridal tears, calliandra etc.</p> <p>Provided equipment and training to eight families for cultivating maggots. These maggots are used to break down waste and garbage, and are subsequently used as food for poultry and fish feed.</p> <p>Provided electricity connections to 196 families in Angsana, Kuranji, Loban River, Teluk Kepayang and Satui. Each of these families will receive 450 watts of electricity supply. Families with school-aged children would then have better lighting conditions as compared to kerosene lamps for children to complete schoolwork in the evenings</p> <p>Assisted paddy farmers to receive organic certification issued by PT Icert Agritama Internasional (commonly known as ICERT), a recognised Indonesian independent organic certification agency.</p> <p>As of 31 December 2021, 30 hectares was converted to organic paddy field and 69 beneficiary families benefitted from this programme, an increase of 34 families from 35 in 2018.</p>
 <p>Social, culture and religious</p>	<p>Donated 1,425 sets of groceries during Ramadhan to 19 villages and 4,800 litres of cooking oil at the Ramadhan bazaar in Banjarmasin.</p>

EMPOWERING LOCAL COMMUNITIES

Food Ration Packing & Distribution Exercise in November 2021

In 2021, as part of our fourth year collaboration with Yong-en Care Centre, GEAR participated in Yong-en's first of its kind Fresh Food Ration Packing and Distribution exercise, under its Helping Needy Household programme. The primary objectives of this exercise were to provide support to stall holders in Singapore's Chinatown Wet Market, who were affected by the September 2021 COVID-19 cluster, and donate food to 300 residents from 140 beneficiary families residing in Banda Street in Chinatown, Singapore. Through this initiative, the Group encouraged employee participation and contribution back to the society while creating an opportunity for employee bonding in view of the default work-from-home arrangement. In light of the prevailing safe-distancing measures and taking into consideration the safety of residents, stall holders and our employees, the Group split its volunteer employees into two groups of ten to distribute food to families on 17 November 2021 and 24 November 2021. GEAR also donated to Yong-en under its family support services programme to help replace furniture and provide minor refurbishments to needy households.

SGX Bull Charge Charity Run

In 2021, GEAR donated to the SGX Bull Charge Charity Run, SGX's flagship fundraising initiative. SGX channelled the donations received, from individuals and corporations, through Community Chest to its 5 adopted SGX Cares beneficiaries for 2021, namely AWWA Ltd., Autism Association (Singapore), Fei Yue Community Services, HCSA Community Services and Shared Services for Charities. SGX Cares, the collective name for SGX's CSR pillars of Bull Charge, Outreach and Financial Literacy, aims to create positive impact by activating the power of community. SGX Bull Charge, since its establishment in 2004, has raised funds for more than 50 charities and a variety of causes.

Establishment of The Golden Energy and Resources Environmental Sustainability Scholarship With NTU

In December 2021, GEAR made an endowed gift donation of S\$500,000 to NTU for the establishment of the Golden Energy and Resources Environmental Sustainability Scholarship, and a ceremony was held on 18 January 2022. The objective of the scholarship is to challenge and inspire undergraduates to seek sustainable and innovative solutions for the future, with emphasis on considering the global economic, social, and environmental impacts of the energy and resources industries.





ACHIEVING SUSTAINABLE GROWTH THROUGH BUSINESS RESILIENCE AND OPERATIONAL EXCELLENCE



ABOUT THIS IMPACT AREA

We drive sustainable growth through integration of ESG, economy and business in order to amplify excellence in operations and processes.



Material Matters under this impact area	Sub-matters	SDGs aligned to this impact area
 GOVERNANCE	Code of Conduct Anti-fraud	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

GOVERNANCE AND ETHICS



WHY IS THIS IMPORTANT TO GEAR?

We believe in enhancing long-term value with our internal and external stakeholders through strong leadership, robust approach to risk management, and maintaining high standards of corporate governance across our business operations.

POLICY/MANAGEMENT SYSTEM

- ▶ GEAR's Whistle-blowing Policy
- ▶ Conflict of Interest Policy
- ▶ Code of Conduct
- ▶ Risk Management Policy
- ▶ Personal Data Protection Policy
- ▶ No Short-Term Consideration Trading Policy

SDG ALIGNMENT



PERFORMANCE HIGHLIGHTS FOR FY2021



Zero breaches with respect to local laws and regulations

FY2021 TARGETS ACHIEVED

Target	SDG Indicator
Zero cases of corruption, fraud or non-compliance reported with all applicable laws and regulations	16.5

GOVERNANCE AND ETHICS

Management Approach

Our core values are supported by the various policies which are regularly reviewed by our management to affirm its relevance, resilience and sustenance in our operations for business growth.

Figure 37: GEAR's core values



Whistle-blowing

A good corporate governance requires a system that is transparent yet confidential. To achieve this, we have channels created for employees to raise concerns about possible improprieties in confidence.

Figure 38: Scope, process, safeguards and confidentiality of GEAR's whistle blowing policy



Performance

In FY2021, there were zero cases of corruption, fraud or non-compliance reported with all applicable laws and regulations, a testament to our sound corporate governance and ethics. This is a target we aim to maintain and achieve every year. We are in compliance with the restrictions set by our regulators for COVID-19 measurements and no breaches have come to our attention in FY2021.

APPENDIX A :

DEFINITIONS, BOUNDARIES & METHODOLOGIES

This section explains the definitions, boundaries and methodologies used in the computation of GEAR's social and environmental data.

General

Reporting Scope and Period: All sustainability data and information presented in our report primarily relates to three of our reportable businesses – GEAR, BIB and GEMS – unless otherwise stated.

More information on our reportable businesses can be found in the GEAR's FY2021 Annual Report.

More information on the boundary of key social and environmental data under the respective material matters and Appendix B: Sustainability in Numbers in this Report on Page 60.

Data from the following reporting periods have been included in this Report, unless stated otherwise:

- ▶ FY2019: 1 January 2019 to 31 December 2019
- ▶ FY2020: 1 January 2020 to 31 December 2020
- ▶ FY2021: 1 January 2021 to 31 December 2021

Definitions, Methodologies and Boundaries for Social Indicators

Employees

Employee definition: An individual who is in an employment relationship with the organisation. All employee data relates to the reporting year's headcount as at 31 December.
This definition is based on GRI 102: General Disclosures 2016.

Employee category: GEAR's employee category can be broadly broken down into Non-Staff, Staff (comprising Team Leaders, Senior Team Leaders, Section Heads, and Senior Section Heads), Middle Management (comprising Department Heads and Senior Department Heads), and Senior Management (comprising Division Heads and above).

Worker who is a non-employee: An individual whose payroll is managed by a contractor but work, or workplace, is controlled by the organisation. This Report has scoped to include key workers of our contractors, unless otherwise stated.
This definition is based on GRI 403: Occupational Health and Safety 2018.

Employment Type

Full-time definition: An employee whose working hours are defined according to national legislation and practice regarding working time. Based on Singapore's Employment Act by Ministry of Manpower ("MOM"), a full-time employee is an individual required under his/her contract of service to work for not less than 35 hours a week. Based on Indonesia's Labour Law by MOM, a full-time employee is an individual required under his/her contract of service to work for not less than 40 hours a week.

Part-time definition: An employee whose working hours are less than 'full-time' as defined above. Based on Singapore's Employment Act by MOM, a part-time employee is one who is under a contract of service to work less than 35 hours a week. Based on Indonesia's Labour Law by MOM, a part-time employee is one who is under a contract of service to work for less than 40 hours a week.

Employment Contract

Employment contract definition: Refers to employment contract as recognised under national law or practice that can be written, verbal, or implicit (that is, when all the characteristics of employment are present but without a written or witnessed verbal contract).

Permanent contract definition: A permanent employment contract is a contract with an employee, for full-time or part-time work, for an indeterminate period.

Fixed-term contract definition: A fixed term employment contract is an employment contract as defined above that ends when a specific time period expires, or when a specific task that has a time estimate attached is completed.
This definition is based on GRI 102: General Disclosures 2016.

New Hires, Turnover, and Retention

New hires definition: Employees who joined the organisation during the reporting period.

- ▶ **New hire rate methodology:** Number of new hires during the reporting period over number of employees at the end of the reporting period, expressed as a number and percentage.

Turnover definition: Employees who left the organisation during the reporting period.

- ▶ **Turnover rate methodology:** Number of employees who left the organization during the reporting period over number of employees at the end of the reporting period, expressed as a number and percentage

- ▶ **Boundary:** GEAR, GEMS and BIB's employees in Singapore and Indonesia.

APPENDIX A :

DEFINITIONS, BOUNDARIES & METHODOLOGIES

Definitions, Methodologies and Boundaries for Social Indicators

Employees Training

- ▶ **Average training hours methodology:** Number of training hours attended by employees during the reporting period, divided by number of employees at the end of the reporting period.
- ▶ **Boundary:** Number of training hours attended by GEAR, GEMS and BIB's employees in Singapore and Indonesia.

Safety

Occupational Health and Safety Management Systems definition: Occupational Health and Safety Management Systems refers to a set of interrelated or interacting elements to establish an occupational health and safety policy and objectives, and to achieve those objectives.
This definition is based on the International Labour Organization ("ILO") Guidelines on Occupational Safety and Health Management Systems, ILO-OSH 2001, 2001.

Work-related Hazard

Work-related hazard definition: Source or situation with the potential to cause injury or ill health.
This definition is based on GRI 403: Occupational Health and Safety 2018.

Man-hours worked

Man-hours worked definition: Total scheduled number of hours worked for the reporting period by GEAR, GEMS and BIB's employees and workers who are non-employees in Singapore and Indonesia.

Recordable work-related injury or ill-health

Work-related injury or ill-health definition: Refers to negative impacts on health arising from exposure to hazards at work.
This definition is based on GRI 403: Occupational Health and Safety 2018.

- ▶ **Methodology:** Recordable work-related ill-health is calculated based on 1,000,000 hours worked, expressed as a number and rate.
- ▶ **Boundary:** Recordable work-related ill-health reported for the reporting period for GEAR, GEMS and BIB's employees and workers who are non-employees in Singapore and Indonesia.

High-consequence work-related injury

High-consequence work-related injury definition: Refers to work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months
This definition is based on GRI 403: Occupational Health and Safety 2018.

- ▶ **Methodology:** High-consequence work-related injury is calculated based on 1,000,000 hours worked, expressed as a number and rate.
- ▶ **Boundary:** High-consequence work-related injury reported for the reporting period for GEAR, GEMS and BIB's employees and workers who are non-employees in Singapore and Indonesia.

Strikes and Lockouts

Strike definition: A work stoppage caused by the mass refusal by employees to perform work, usually in response to employee grievances.

Lockout definition: A form of work stoppage in which an employer refuses to allow employees to work, often as a counter to a strike.
This definition is based on GRI G4 MM4: Labour/Management Relations.

Definitions, Methodologies and Boundaries for Environmental Indicators

Energy Consumption

Energy consumption definitions and boundaries:

- ▶ **Electricity consumption:** Total electricity consumed within the organisation, expressed in watt-hours, joules or multiples. Unless otherwise stated, this relates to the purchased electricity consumption of BIB.
- ▶ **Fuel consumption:** Total fuel (including gasoline, biodiesel and petrodiesel) consumed within the organisation, expressed in terajoules, or multiples. Unless otherwise stated, this relates to fuel consumption of BIB.
- ▶ **Renewable energy consumption:** Total renewable energy from BIB's photovoltaic systems consumed within the organisation expressed in watt-hours, joules or multiples.

Conversion Factors are used as follows:

Emission Source	Conversion Factors	Unit	Conversion Numbers
Electricity	Conversion to energy units	kWh to TJ	0.0000036
Gasoline	Fuel density	kg/m ³	740
	Calorific value	TJ/Gg	44.3
Biodiesel	Fuel density	kg/m ³	890
	Calorific value	TJ/Gg	27.0
Petrodiesel	Fuel density	kg/m ³	840
	Calorific value	TJ/Gg	43.0
Renewable energy	Conversion from kWh to GJ	GJ	0.0036

Above values relating to gasoline, biodiesel and petrodiesel were derived from 2006 IPCC Guidelines for National Greenhouse Gas Inventories and GHG Protocol Emission Factors for Cross Sector Tools.

APPENDIX A :

DEFINITIONS, BOUNDARIES & METHODOLOGIES

Definitions, Methodologies and Boundaries for Environmental Indicators

Energy Consumption

- ▶ **Methodology:** The direct energy consumption from fuel is calculated using the quantity of fuel used multiply by the density and calorific value.
- ▶ **Boundary:** The energy consumption and renewable energy generated are originated from BIB's operational businesses in Indonesia

GHG Emissions

GHG definition: Refers to gas that contributes to the greenhouse effect by absorbing infrared radiation, such as carbon monoxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride, and nitrogen trifluoride. *This definition is based on GRI 305: Emissions 2016.*

The GHG Protocol Corporate Accounting and Reporting Standard is adopted. GEAR accounts for GHG emissions using the operational control criteria and reports its direct (Scope 1) and electricity indirect (Scope 2) GHG emissions.

- ▶ **Direct (Scope 1) GHG emissions:** Created by an organization itself, or are created by other related organizations. *This definition is based on GRI 305: Emissions 2016.*

Emission factors used are as follows:

Emission Source	Conversion Factors	Unit	Conversion Numbers
Gasoline	CO ₂ Emission Factor	tonnes CO ₂ /TJ	69.30
Biodiesel		tonnes CO ₂ /TJ	70.80
Petrodiesel		tonnes CO ₂ /TJ	74.10

Above values relating to gasoline, biodiesel and petrodiesel were derived from 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

- ▶ **Methodology:** The direct (Scope 1) GHG emissions is calculated using the quantity of fuel used multiply by the fuel density, calorific value and CO₂ emissions factor, expressed in tonnes of carbon dioxide equivalent ("tonnes CO₂e") or multiples.
- ▶ **Electricity indirect (Scope 2) GHG emissions:** Indirect GHG emissions from the generation of volume of production.

A location-based method is adopted to reflect the average emissions intensity of the national grid on which energy consumption occurs. For consistency, the grid emission factor ("**GEF**") used for the reporting year is sourced from the latest published factor at time of publication, sourced from GHG Emissions Factors for Electricity Interconnection Systems, published by the Joint Crediting Mechanism Indonesia Secretariat. GEAR adopted the ex-ante figures for South and Central Kalimantan under the grid name of Barito.

Location region	Reporting Period	GEF	Unit	Source
South and Central Kalimantan	FY2021	1.434	tCO ₂ /MWh	Joint Crediting Mechanism Indonesia Secretariat (2019)

- ▶ **Methodology:** The Scope 2 emissions from electrical energy is calculated using the electrical energy used multiply by the GEF, expressed in tonnes of carbon dioxide equivalent ("tonnes CO₂e") or multiples.
- ▶ **Boundary:** The energy consumption is originated from BIB's operational businesses in Indonesia

Intensity ratios

Intensity ratios definition: Intensity ratios define energy consumption or emissions in the context of a specific metric (which in GEAR's case is the BIB's total volume production expressed in metric tonnes by which GEAR has operational control over).

Intensity ratio methodology:

- ▶ Fuel consumption energy intensity is expressed in gigajoules of energy consumed from fuel per metric tonne ("GJ/metric tonne") or multiples. Direct (Scope 1) GHG emissions intensity is expressed in tonnes of carbon dioxide equivalent per metric tonne ("tCO₂e/metric tonne") or multiples.
- ▶ Electricity energy intensity is expressed in kilowatt-hours of total electricity consumed per metric tonne ("kWh/metric tonne") or multiples. Electricity indirect (Scope 2) GHG emissions intensity is expressed in tonnes of carbon dioxide equivalent per metric tonne ("tCO₂e/metric tonne") or multiples.

Waste and Effluents

Waste definition: Refers to anything that the holder discards, intends to discard, or is required to discard expressed in kilograms ("**kg**") or multiples and excludes effluents. Waste material can be generated at any or all of these stages of extractive activities, whether it be overburden, waste rock or processing tailings, slags, sludges, slimes or other process residues. These residues may be disposed of in a variety of different ways: in pits or underground; on site in engineered facilities; or off site. *This definition is based on GRI G4 MM3: Effluents and Waste*

Overburden definition: Refers to non-product materials that have to be removed to give access to product bearing material (ores) expressed in bank cubic meters ("**BCM**"), which are processed, physically or chemically, to release them from their matrix and convert them into output products. *This definition is based on GRI G4 MM3: Effluents and Waste*

APPENDIX A :

DEFINITIONS, BOUNDARIES & METHODOLOGIES

Definitions, Methodologies and Boundaries for Environmental Indicators

Waste and Effluents

Hazardous waste definition: Waste that possesses any of the characteristics contained in Annex III of the Basel Convention such as wastes that are explosive, flammable, poisonous, infectious, corrosive, toxic, ecotoxic etc, or that is considered to be hazardous by national legislation.

This definition is based on GRI 306: Waste 2020.

- ▶ **Waste directed to disposal:** Any operation which is not recovery, even where the operation has, as a secondary consequence, the recovery of energy. It is the end-of-life management of discarded products, materials, and resources in a sink or through a chemical or thermal transformation that makes these products, materials, and resources unavailable for further use. (e.g. incineration with/without energy recovery, landfilling)
This definition is based on the European Union ("EU"), Waste Framework Directive, 2008.
- ▶ **Waste diverted from disposal:** Any operation wherein products, components of products, or materials that have become waste are prepared to fulfil a purpose in place of new products, components, or materials that would otherwise have been used for that purpose. (e.g. reuse, recycling)
This definition is based on the United Nations Environment Programme ("UNEP"), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, 1989.

Category	Operation	Details	Boundary
Waste directed to disposal	Landfilling	In Indonesia, landfilling and incineration are the common waste disposal methods. Licensed waste contractors transport wastes to either landfill or incineration.	BIB, including offices and mining sites.
	Incineration without energy recovery		
Waste diverted from disposal	Recycling	Tyres that are deemed unusable are upcycled as rumpon to replicate natural habitat to attract fishes. Scrap steel are recycled into banner frames used in the mining area	
	Preparation for reuse	Papers are reused for the printing of draft documents.	

Effluent definition: Refers to treated or untreated wastewater that is discharged.

This definition is based GRI Standards Glossary.

Land disturbed and rehabilitated

Amount of land disturbed or rehabilitated definition: Amount of land that is either owned or leased, and managed for production activities or extractive use which may include disturbances of physical or chemical alteration by BIB which substantially disrupts the pre-existing habitats and land cover.

Methodologies:

- ▶ Total land disturbed and not yet rehabilitated is expressed in hectares ("ha").
- ▶ Total land disturbed and not yet rehabilitated is the sum of total land disturbed and not yet rehabilitated and total amount of land newly disturbed within the reporting period minus the total amount of land newly rehabilitated within the reporting period to the agreed end

This definition and methodologies are based on GRI G4 MM1: Biodiversity.

Closure Planning

Labour transition plans definition: The arrangements made by a company to assist the established workforce to manage the progressive transition to post-closure phase of operations (which may include aspects such as re-deployment, assistance with re-employment, resettlement, redundancy etc.).

This definition is based on GRI G4 MM10: Closure Planning.

He/His

Word importing the masculine gender shall, where applicable, include the feminine and neuter genders.

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
ECONOMIC PERFORMANCE			
Production Volume (million tonnes)	31.2	34.7	30.8
Sales Volume (million tonnes)	31.7	35.2	31.1
BIB	25.2	30.5	28.0
KIM	2.2	1.9	1.3
BSL	1.3	0.9	0.7
Trading	0.8	0.7	1.1
SMR	2.2	1.2	-
FINANCIAL PERFORMANCE			
Net profit after tax	251,260	34,468	32,888
Revenue mix by business segments ¹⁰ (US\$ billion)	1.87	1.16	1.12
Energy Coal (%)	84.6	91.5	99.9
Metallurgical Coal (%)	15.3	8.4	-
Others (%)	0.1	0.1	0.1
Revenue breakdown by geographic region (% revenue)			
Indonesia	30.4	36.9	31.7
China	38.8	29.9	39.1
India	12.7	20.3	22.5
South Korea	3.4	1.5	2.6
Others	14.7	11.4	4.1
Economic value created (USD'000)	3,249,328	2,211,737	2,132,655
Revenue	1,874,097	1,162,687	1,115,815
Operating Cost	1,375,231	1,049,050	1,016,840
Economic value distributed (USD'000)	450,188	229,760	261,171
Employee wages & benefits and community investment	60,883	33,939	32,315
Payment to providers of capital	52,004	34,453	49,945
Payment for royalties and taxes	337,301	161,368	178,911
Economic value retained (USD'000) ¹¹	2,799,140	1,981,977	1,871,484
HEALTH AND SAFETY			
Nature and frequency of emergency simulations			
Fire	2	6	2
Environmental	5	2	5
Rescue	6	8	1
Medical	5	4	5
Lost Time Injury Rate			
Lost Time Injury Frequency Rate: Threshold limits for FY2021, FY2020 and FY2019: 0.14, 0.18 and 0.19	0.00	0.07	0.07
Lost Time Injury Severity Rate: Threshold limits for FY2021, FY2020 and FY2019: 7.94, 9.93, and 10.45	0.00	8.63	6.65

¹⁰ GEAR's revenue mix by business segment in FY2019 has been restated.

¹¹ According to GRI, Economic value retained is calculated by 'Economic value created' less 'Economic Value Distributed'

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
HEALTH AND SAFETY			
Fatalities as a result of work-related injury for:			
BIB Employees			
Number	0	0	0
Rate	0	0	0
BIB Contractors			
Number	0	0	0
Rate	0	0	0
High consequence work-related injury (excluding fatalities) for:			
BIB Employees			
Number	0	0	0
Rate	0	0	0
BIB Contractors			
Number	0	2	2
Rate	0	0.07	0.08
Recordable work-related injuries for:			
BIB Employees			
Number	0	0	1
Rate	0	0	0.72
BIB Contractors			
Number	4	5	10
Rate	0.12	0.17	0.38
Number of hours worked for:			
BIB Employees	705,280	976,080	1,395,490
BIB Contractors	32,907,340	29,273,981	26,287,050
LABOUR RELATIONS			
Total number of employees	441	425	378
Percentage of employees by gender (%)			
Male	81.0	81.6	82.0
Female	19.0	18.4	18.0
Percentage of employees by employee category (%)			
Non-Staff ¹²	15.6	16.7	15.9
Staff	64.4	64.9	65.3
Middle management	13.2	12.5	13.5
Senior management	6.8	5.9	5.3
Number of employees by employment contract by region			
Singapore			
Permanent			
Male	13	9	10
Female	16	16	14
Fixed-term			
Male	0	0	0
Female	0	0	0

¹² From FY2021 onwards, Tradesman will be renamed to Non-Staff

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
Indonesia			
Permanent			
<i>Male</i>	265	259	216
<i>Female</i>	63	59	46
Fixed-term			
<i>Male</i>	79	79	84
<i>Female</i>	5	3	8
Number of employees by employment type by gender			
Singapore			
Full-time			
<i>Male</i>	13	9	0
<i>Female</i>	16	16	14
Part-time			
<i>Male</i>	0	0	0
<i>Female</i>	0	0	0
Indonesia			
Full-time			
<i>Male</i>	334	338	298
<i>Female</i>	68	62	56
Part-time			
<i>Male</i>	0	0	0
<i>Female</i>	0	0	0
New hires by age group, gender and region			
Age Group			
< 30 years old			
<i>Number</i>	11	6	35
<i>Rate (%)</i>	11.11	5.88	37.63
30 – 50 years old			
<i>Number</i>	13	6	29
<i>Rate (%)</i>	4.15	2.66	10.74
> 50 years old			
<i>Number</i>	6	1	1
<i>Rate (%)</i>	20.69	4.55	6.67
Gender			
Male			
<i>Number</i>	24	9	52
<i>Rate (%)</i>	6.72	2.59	16.77
Female			
<i>Number</i>	6	4	13
<i>Rate (%)</i>	7.14	5.13	19.12

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
Region			
Singapore			
Number	5	4	6
Rate (%)	17.24	16.00	25.00
Indonesia			
Number	25	9	59
Rate (%)	6.07	2.25	16.67
Turnover by age group, gender, region			
Age Group			
< 30 years old			
Number	1	1	5
Rate (%)	1.01	0.98	5.38
30 – 50 years old			
Number	11	8	23
Rate (%)	3.51	2.66	8.52
> 50 years old			
Number	5	1	3
Rate (%)	17.24	4.55	20.00
Gender			
Male			
Number	15	8	27
Rate (%)	4.20	2.31	8.71
Female			
Number	2	2	4
Rate (%)	2.38	2.56	5.88
Region			
Singapore			
Number	1	3	6
Rate (%)	3.45	12.99	25.00
Indonesia			
Number	16	7	25
Rate (%)	3.88	1.75	7.06
Average training hours by region, gender, and employment category¹³			
By region			
Singapore	0.0	1.0	29.3
Indonesia	25.18	13.2	24.7
By gender			
Male	28.15	14.9	26.7
Female	10.13	3.8	13.5
By employment category			
Non-Staff	0.0	0.0	0.67
Staff	32.0	17.0	30.6
Middle Management	20.9	10.9	19.5
Senior Management	12.4	0.4	7.6

¹³ GEAR's average training hours has been restated for FY2020 and FY2019 due to internal review process with the inclusion of corporate members

APPENDIX B : SUSTAINABILITY IN NUMBERS

FY2021

FY2020

FY2019

AIR QUALITY MANAGEMENT

NO₂ emissions (ambient air) (µg/Nm³)

Upper limit set by local government for FY2021, FY2020 and FY2019: 200µg/Nm³

	FY2021	FY2020	FY2019
Bunati Port	Q1: 1.9 Q2: 2.3 Q3: 3.3 Q4: 0.6	Q1: 3.5 Q2: - Q3: 4.0 Q4: 6.6	Q1: 29.5 Q2: 3.3 Q3: 4.2 Q4: 6.7
Girimulya workshop	Q1: 4.2 Q2: 14.7 Q3: 10.4 Q4: 2.2	Q1: 6.4 Q2: - Q3: 8.0 Q4: 6.2	Q1: 23.9 Q2: 22.4 Q3: 6.2 Q4: 4.0
Girimulya mining area	Q1: 4.4 Q2: 5.5 Q3: 9.3 Q4: 5.0	Q1: 39.2 Q2: - Q3: 9.7 Q4: 8.7	Q1: 0.5 Q2: 22.6 Q3: 4.7 Q4: 13.6
Kusan mining area	Q1: 3.8 Q2: 8.5 Q3: 28.1 Q4: 4.8	Q1: 3.3 Q2: - Q3: 12.3 Q4: 7.1	Q1: 20.0 Q2: 29.3 Q3: 8.4 Q4: 24.6
Kusan workshop	Q1: 1.7 Q2: 11.0 Q3: 10.5 Q4: 0.7	Q1: 2.3 Q2: - Q3: 19.4 Q4: 8.0	Q1: 27.6 Q2: 20.5 Q3: 7.4 Q4: 17.5
Makmur mining area	Q1: 2.5 Q2: 0.8 Q3: 5.8 Q4: 9.0	Q1: 37.0 Q2: - Q3: 1.5 Q4: 5.9	Q1: 24.5 Q2: 3.8 Q3: 7.0 Q4: 7.3
Office & Mess Angsana	Q1: 2.7 Q2: 5.6 Q3: 5.6 Q4: 2.7	Q1: 46.1 Q2: - Q3: 0.9 Q4: 4.3	Q1: 12.8 Q2: 1.63 Q3: 1.9 Q4: 8.4

SO₂ emissions (ambient air) (µg/Nm³)

Upper limit set by local government for FY2021, and FY2020 and FY2019: 150µg/Nm³ and 900µg/Nm³ respectively

	FY2021	FY2020	FY2019
Bunati Port	Q1: 24.1 Q2: 22.4 Q3: 34.9 Q4: 43.1	Q1: 43.7 Q2: - Q3: 17.6 Q4: 15.4	Q1: 13.4 Q2: 25.0 Q3: 31.3 Q4: 42.3
Girimulya workshop	Q1: 33.4 Q2: 16.9 Q3: 34.1 Q4: 30.1	Q1: 60.3 Q2: - Q3: 22.3 Q4: 12.0	Q1: 20.9 Q2: 25.3 Q3: 36.3 Q4: 27.0
Girimulya mining area	Q1: 21.2 Q2: 24.2 Q3: 29.7 Q4: 35.3	Q1: 4.5 Q2: - Q3: 21.0 Q4: 21.5	Q1: 25.3 Q2: 23.3 Q3: 29.0 Q4: 23.1
Kusan mining area	Q1: 9.1 Q2: 24.4 Q3: 35.2 Q4: 35.5	Q1: 49.1 Q2: - Q3: 29.1 Q4: 23.5	Q1: 18.6 Q2: 11.7 Q3: 33.8 Q4: 52.4
Kusan workshop	Q1: 25.9 Q2: 10.8 Q3: 39.8 Q4: 37.0	Q1: 2.3 Q2: - Q3: 19.4 Q4: 22.5	Q1: 7.1 Q2: 16.9 Q3: 23.5 Q4: 49.9
Makmur mining area	Q1: 20.2 Q2: 6.4 Q3: 31.3 Q4: 31.8	Q1: 16.2 Q2: - Q3: 12.4 Q4: 21.8	Q1: 10.9 Q2: 28.5 Q3: 24.9 Q4: 36.2

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
Office & Mess Angsana	Q1: 8.3 Q2: 18.5 Q3: 27.8 Q4: 36.7	Q1: 17.8 Q2: - Q3: 13.6 Q4: 20.8	Q1: 16.2 Q2: 33.0 Q3: 11.9 Q4: 27.7
CO emissions (ambient air) ($\mu\text{g}/\text{Nm}^3$)			
Upper limit set by local government for FY2021, and FY2020 and FY2019: 10,000g/Nm ³ and 20,000 $\mu\text{g}/\text{Nm}^3$ respectively			
Bunati Port	Q1: 605.7 Q2: 643.0 Q3: 823.0 Q4: 994.0	Q1: 468.6 Q2: - Q3: 845.7 Q4: 925.7	Q1: 217.1 Q2: 217.1 Q3: 251.4 Q4: 354.3
Girimulya workshop	Q1: 640.0 Q2: 857.0 Q3: 891.0 Q4: 983.0	Q1: 525.7 Q2: - Q3: 754.3 Q4: 822.9	Q1: 445.7 Q2: 388.6 Q3: 240.0 Q4: 525.7
Girimulya mining area	Q1: 697.0 Q2: 971.0 Q3: 869.0 Q4: 457.0	Q1: 605.7 Q2: - Q3: 788.6 Q4: 937.1	Q1: 251.4 Q2: 365.7 Q3: 228.6 Q4: 400.0
Kusan mining area	Q1: 560.0 Q2: 914.0 Q3: 777.0 Q4: 720.0	Q1: 548.6 Q2: - Q3: 708.6 Q4: 662.9	Q1: 411.4 Q2: 342.9 Q3: 274.3 Q4: 571.4
Kusan workshop	Q1: 640.0 Q2: 686.0 Q3: 891.0 Q4: 1,131.0	Q1: 537.1 Q2: - Q3: 697.1 Q4: 720.0	Q1: 354.3 Q2: 365.7 Q3: 240.0 Q4: 491.4
Makmur mining area	Q1: 731.0 Q2: 251.0 Q3: 594.0 Q4: 629.0	Q1: 457.1 Q2: - Q3: 925.7 Q4: 411.4	Q1: 217.1 Q2: 308.6 Q3: 308.6 Q4: 434.3
Office & Mess Angsana	Q1: 640.0 Q2: 349.0 Q3: 697.0 Q4: 651.0	Q1: 514.3 Q2: - Q3: 868.6 Q4: 582.9	Q1: 274.3 Q2: 320.0 Q3: 217.1 Q4: 480.0
TSP emissions (ambient air) ($\mu\text{g}/\text{Nm}^3$)			
Upper limit set by local government for FY2021, FY2020 and FY2019: 230 $\mu\text{g}/\text{Nm}^3$			
Bunati Port	Q1: 198.3 Q2: 187.0 Q3: 156.3 Q4: 53.6	Q1: 189.9 Q2: - Q3: 76.8 Q4: 166.1	Q1: 106.7 Q2: 26.2 Q3: 13.9 Q4: 52.7
Girimulya workshop	Q1: 18.5 Q2: 125.0 Q3: 122.6 Q4: 64.2	Q1: 24.5 Q2: - Q3: 62.2 Q4: 19.2	Q1: 11.3 Q2: 12.4 Q3: 275.1 Q4: 44.2
Girimulya mining area	Q1: 106.0 Q2: 49.0 Q3: 96.4 Q4: 27.4	Q1: 17.1 Q2: - Q3: 39.5 Q4: 20.4	Q1: 13.9 Q2: 26.1 Q3: 160.0 Q4: 98.7
Kusan mining area	Q1: 52.7 Q2: 98.8 Q3: 151.7 Q4: 41.5	Q1: 60.4 Q2: - Q3: 136.4 Q4: 9.7	Q1: 20.6 Q2: 454.8 Q3: 4,428.7 Q4: 99.1
Kusan workshop	Q1: 45.5 Q2: 134.6 Q3: 184.9 Q4: 70.8	Q1: 60.4 Q2: - Q3: 309.6 Q4: 116.2	Q1: 22.4 Q2: 335.1 Q3: 556.7 Q4: 48.0

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
Makmur mining area	Q1: 47.6 Q2: 169.7 Q3: 122.2 Q4: 39.7	Q1: 21.4 Q2: - Q3: 272.2 Q4: 6.7	Q1: 48.7 Q2: 164.7 Q3: 8.2 Q4: 56.7
Batulaki workshop	-	-	-
Office & Mess Angsana	Q1: 17.4 Q2: 16.4 Q3: 18.2 Q4: 36.2	Q1: 18.4 Q2: - Q3: 36.8 Q4: 29.2	Q1: 39.4 Q2: 13.7 Q3: 24.8 Q4: 46.7
ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS			
BIB's direct energy consumption from fuel			
Gasoline (TJ)	0	2	2
Biodiesel (including genset) (TJ)	1,121	1,374	788
Petrodiesel (TJ)	3,931	4,822	4,712
Energy intensity (GJ/metric tonnes)	0.19851	0.20332	0.19148
BIB's Scope 1 emission (arising from direct energy)			
Gasoline (tonnes CO ₂ e)	0	112	143
Biodiesel (including genset) (tonnes CO ₂ e)	79,348	97,299	55,784
Petrodiesel (tonnes CO ₂ e)	291,267	357,334	349,127
BIB's electrical energy consumption¹⁴			
Quantity of electricity consumed (MWh)	15,411	16,018	4,888
Energy intensity (kWh/metric tonne)	0.606	0.525	0.170
BIB's Scope 2 (arising from grid electrical energy)¹⁵			
GHG emissions (tonnes CO ₂ e)	19,454	22,969	7,009
Energy intensity (kgCO ₂ e/metric tonne)	0.764	0.753	0.244
LAND MANAGEMENT			
Volume of overburden (bank cubic meters)	116,797,854	109,622,176	123,526,934
SOLID WASTE MANAGEMENT			
Hazardous waste¹⁶			
Used lubricant via recycling method (kg)	1,522,812	1,279,124	1,606,872
Used rags via incineration without energy recovery method (kg)	65,821	1,100	2,100
Used grease via incineration without energy recovery method (kg)	7,885	11,751	242,031
Used filters via incineration without energy recovery method (kg)	69,088	68,778	182,432
Used hose via incineration without energy recovery method (kg)	21,940	12,350	85,668
Used automotive batteries via recovery method (kg)	25,957	29,044	12,920
Non-hazardous waste¹⁷			
Tyre via recycling method (kg)	1,374,400	608,920	403,000
Scrap steel via recycling method (kg)	431,840	274,380	203,000
Paper via reuse method (kg)	5,500	4,800.00	3,550
Plastic via landfilling method (kg)	1,600	1,320	2,110

¹⁴ For FY2020, BIB's Electrical Energy Consumption and Electrical Energy Intensity values were adjusted from 17,554 MWh and 0.58 kWh/metric tonne due to the inclusion of January 2021 data.

¹⁵ For FY2020, BIB's Electrical Scope 2 Emissions and GHG Emissions Intensity values were adjusted from 25,172 tonnes CO₂e and 0.83 kg CO₂e/metric tonne due to the inclusion of January 2021 data.

¹⁶ For FY2021 used rags via incineration without energy recovery method included contractors, whereas FY2020 and FY2019 excluded contractors.

¹⁷ For FY2021, non-hazardous waste included contractors, whereas FY2020 and FY2019 excluded contractors.

APPENDIX B : SUSTAINABILITY IN NUMBERS

	FY2021	FY2020	FY2019
WATER RESOURCE MANAGEMENT			
Total suspended solids (mg/L) Upper limit set by local government for all reporting period: 200mg/L	Jan: 34.0 Feb: 28.0 Mar: 39.0 Apr: 75.0 May: 50.0 Jun: 58.0 Jul: 84.0 Aug: 15.0 Sep: 57.0 Oct: 32.0 Nov: 24.0 Dec: 13.0	Jan: 39.2 Feb: 53.8 Mar: 37.4 Apr: 46.7 May: 19.3 Jun: 39.6 Jul: 18.4 Aug: 17.8 Sep: 11.6 Oct: 17.3 Nov: 29.6 Dec: 51.3	Jan: 8.5 Feb: 40.8 Mar: 24.6 Apr: 3.3 May: 28.9 Jun: 51.1 Jul: 8.3 Aug: 9.7 Sep: 17.6 Oct: 20.2 Nov: 27.3 Dec: 37.8
pH value Upper and lower limit set by local government for all reporting period: 9.0 and 6.0 respectively	Jan: 7.6 Feb: 7.0 Mar: 7.3 Apr: 7.5 May: 7.5 Jun: 8.1 Jul: 7.8 Aug: 7.4 Sep: 7.8 Oct: 8.0 Nov: 8.1 Dec: 7.6	Jan: 7.8 Feb: 7.6 Mar: 7.2 Apr: 7.0 May: 7.4 Jun: 7.2 Jul: 7.3 Aug: 7.2 Sep: 7.4 Oct: 7.3 Nov: 7.5 Dec: 7.8	Jan: 7.5 Feb: 7.1 Mar: 7.1 Apr: 7.0 May: 7.4 Jun: 7.2 Jul: 7.1 Aug: 7.2 Sep: 7.1 Oct: 7.3 Nov: 6.8 Dec: 6.9
Cadmium content (mg/L) Upper limit set by local government for all reporting period: 0.05mg/L	Jan: 0.01 Feb: 0.01 Mar: 0.01 Apr: 0.01 May: 0.01 Jun: 0.01 Jul: 0.01 Aug: 0.01 Sep: 0.01 Oct: 0.01 Nov: 0.01 Dec: 0.01	Jan: 0.02 Feb: 0.02 Mar: 0.02 Apr: 0.02 May: 0.02 Jun: 0.01 Jul: 0.01 Aug: 0.01 Sep: 0.01 Oct: 0.01 Nov: 0.01 Dec: 0.01	Jan: 0.02 Feb: 0.02 Mar: 0.02 Apr: 0.02 May: 0.02 Jun: 0.02 Jul: 0.02 Aug: 0.02 Sep: 0.02 Oct: 0.02 Nov: 0.02 Dec: 0.02
Iron content (mg/L) Upper limit set by local government for all reporting period: 7.0mg/L	Jan: 0.02 Feb: 0.02 Mar: 0.02 Apr: 0.02 May: 1.31 Jun: 0.08 Jul: 0.02 Aug: 0.02 Sep: 0.02 Oct: 0.02 Nov: 0.02 Dec: 0.50	Jan: 0.18 Feb: 0.36 Mar: 0.13 Apr: 0.21 May: 0.07 Jun: 0.25 Jul: 0.05 Aug: 0.06 Sep: 0.04 Oct: 0.03 Nov: 0.16 Dec: 0.10	Jan: 0.51 Feb: 0.18 Mar: 0.37 Apr: 0.69 May: 0.43 Jun: 0.36 Jul: 0.79 Aug: 0.44 Sep: 0.21 Oct: 0.35 Nov: 0.32 Dec: 0.08
Manganese content (mg/L) Upper limit set by local government for all reporting period: 4.0mg/L	Jan: 0.02 Feb: 0.02 Mar: 0.18 Apr: 0.05 May: 0.02 Jun: 0.02 Jul: 0.06 Aug: 0.03 Sep: 0.02 Oct: 0.02 Nov: 0.02 Dec: 0.08	Jan: 0.31 Feb: 0.49 Mar: 0.40 Apr: 0.47 May: 0.25 Jun: 0.27 Jul: 0.09 Aug: 0.04 Sep: 0.11 Oct: 0.08 Nov: 0.08 Dec: 0.04	Jan: 0.28 Feb: 0.08 Mar: 0.14 Apr: 0.07 May: 0.07 Jun: 0.12 Jul: 0.15 Aug: 0.06 Sep: 0.10 Oct: 0.24 Nov: 0.19 Dec: 0.24

APPENDIX C:

GLOBAL REPORTING INITIATIVE (“GRI”) INDEX

GRI Standard	Disclosure	Section of Report	Page Reference	
GENERAL DISCLOSURES				
GRI 102: General Disclosures	102-1	Name of the organisation	About This Report	Before contents page
	102-2	Activities, brands, products, and services	About This Report	Before contents page
	102-3	Location of headquarters	About Golden Energy and Resources	Pg 3
	102-4	Location of operations	About Golden Energy and Resources	Pg 3
	102-5	Ownership and legal form	About Golden Energy and Resources	Pg 3
	102-6	Markets served	Economic Performance	Pg 4, 60
	102-7	Scale of the organisation	Economic Performance, Profile of our Workforce	Pg 4, 32
	102-8	Information on employees and other workers	Profile of our Workforce	Pg 32-34
	102-9	Supply chain	Economic Performance, Engaging our Stakeholders	Pg 4, 7-8
	102-10	Significant changes to the organisation and its supply chain	Not applicable	
	102-11	Precautionary Principle or approach	Governance and Ethics	Pg 54-55
	102-12	External initiatives	NIL	
	102-13	Membership of associations	Asosiasi Perusahaan Batubara Indonesia	
STRATEGY				
102-14	Statement from senior decision-maker	Board Statement	Pg 2	
INTEGRITY				
102-16	Values, principles, standards, and norms of behaviour	Governance and Ethics	Pg 54-55	
102-17	Mechanisms for advice and concerns about ethics	Governance and Ethics	Pg 55	
GOVERNANCE				
102-18	Governance structure	Board Statement	Pg 2	
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	Engaging Our Stakeholders	Pg 7-8	
102-41	Collective bargaining agreements	Not applicable		
102-42	Identifying and selecting stakeholders	Engaging Our Stakeholders	Pg 7-8	
102-43	Approach to stakeholder engagement	Engaging Our Stakeholders	Pg 7-8	
102-44	Key topics and concerns raised	Engaging Our Stakeholders	Pg 7-8	
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	Annual Report FY2021		
102-46	Defining report content and topic Boundaries	About This Report Focusing on What Matters Most	Before contents page, Pg 9-10	
102-47	List of material topics	Focusing on What Matters Most	Pg 9-10	
102-48	Restatements of information	Refer to the restatements addressed within GEARS' FY2021 Sustainability Report.		
102-49	Changes in reporting	Not applicable		
102-50	Reporting period	About This Report	Before contents page	
102-51	Date of most recent report	GEAR's FY2020 Sustainability Report		
102-52	Reporting cycle	Annual	Before contents page	
102-53	Contact point for questions regarding the report	About This Report	Before contents page	
102-54	Claims of reporting in accordance with the GRI Standards	About This Report	Before contents page	
102-55	GRI content index	GRI content index	Pg 68	
102-56	External assurance	GEAR has not sought external assurance for this Report.		

APPENDIX C:

GLOBAL REPORTING INITIATIVE (“GRI”) INDEX

GRI Standard	Disclosure	Section of Report	Page Reference	
TOPIC SPECIFIC GRI STANDARDS DISCLOSURES				
CATEGORY: ECONOMIC				
DIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Economic Performance	Pg 4, 60
	103-2	The management approach and its component	Economic Performance	Pg 4, 60
	103-3	Evaluation of the management approach	Economic Performance	Pg 4, 60
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Performance	Pg 4, 60
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Empowering Local Communities	Pg 49-52
	103-2	The management approach and its component	Empowering Local Communities	Pg 49-52
	103-3	Evaluation of the management approach	Empowering Local Communities	Pg 49-52
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Empowering Local Communities	Pg 49-52
CATEGORY: ENVIRONMENTAL				
MATERIAL ASPECT: ENERGY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Energy Consumption and Greenhouse Gas Emissions	Pg 39
	103-2	The management approach and its component	Energy Consumption and Greenhouse Gas Emissions	Pg 39
	103-3	Evaluation of the management approach	Energy Consumption and Greenhouse Gas Emissions	Pg 39
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Consumption and Greenhouse Gas Emissions	Pg 39-41, 66
	302-3	Energy intensity	Energy Consumption and Greenhouse Gas Emissions	Pg 39-40, 66
MATERIAL ASPECT: BIODIVERSITY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Land Management	Pg 42-44, 66
	103-2	The management approach and its component	Land Management	Pg 42-44, 66
	103-3	Evaluation of the management approach	Land Management	Pg 42-44, 66
GRI G4: Mining and Metals	MM1	Amount of land (owned or leased, and managed for production activities or extractive use) Disturbed or Rehabilitated	Land Management	Pg 42-44, 66
MATERIAL ASPECT: EMISSIONS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Nurturing the Environment	Pg 36-42
	103-2	The management approach and its component	Nurturing the Environment	Pg 36-42
	103-3	Evaluation of the management approach	Nurturing the Environment	Pg 36-42

APPENDIX C:

GLOBAL REPORTING INITIATIVE (“GRI”) INDEX

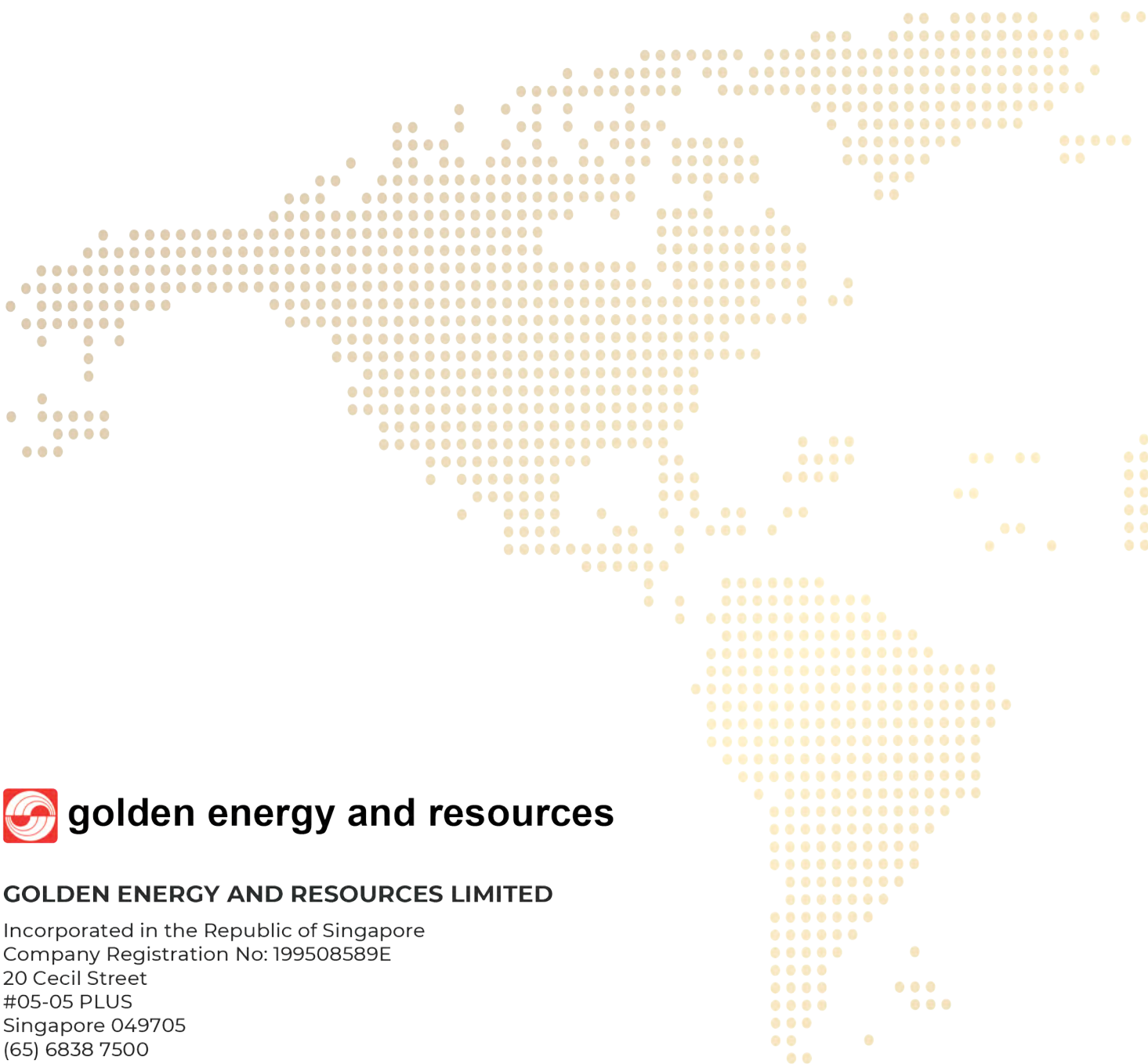
GRI Standard	Disclosure	Section of Report	Page Reference
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy Consumption and Greenhouse Gas Emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Energy Consumption and Greenhouse Gas Emissions
	305-4	GHG emissions intensity	Energy Consumption and Greenhouse Gas Emissions
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Air Quality Management
MATERIAL ASPECT: EFFLUENTS AND WASTE			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Solid Waste Management; Water Resource Management
	103-2	The management approach and its component	Solid Waste Management; Water Resource Management
	103-3	Evaluation of the management approach	Solid Waste Management; Water Resource Management
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	Water Resource Management
GRI G4: Mining and Metals	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Solid Waste Management
MATERIAL ASPECT: CLOSURE PLANNING			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Land Management
	103-2	The management approach and its component	Land Management
	103-3	Evaluation of the management approach	Land Management
GRI G4: Mining and Metals	MM10	Number and percentage of operations with closure plans	Land Management
CATEGORY: SOCIAL			
MATERIAL ASPECT: LABOUR MANAGEMENT RELATIONS			
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Labour Relations Management
	103-2	The management approach and its component	Labour Relations Management
	103-3	Evaluation of the management approach	Labour Relations Management
GRI 401: Employment	401-1	New employee hires and employee turnover	Labour Relations Management
GRI 404: Training and Education	404-1	Average hours of training per year per employee	Labour Relations Management
GRI G4: Mining and Metals	MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Labour Relations Management

APPENDIX C:

GLOBAL REPORTING INITIATIVE (“GRI”) INDEX

GRI Standard	Disclosure	Section of Report	Page Reference	
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety	Pg 19-28
	103-2	The management approach and its component	Occupational Health and Safety	Pg 19-28
	103-3	Evaluation of the management approach	Occupational Health and Safety	Pg 19-28
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	Pg 19-30, 60-61
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	Pg 19-30, 60-61
	403-3	Occupational health services	Occupational Health and Safety	Pg 19-30, 60-61
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety	Pg 19-30, 60-61
	403-5	Worker training on occupational health and safety	Occupational Health and Safety	Pg 19-30, 60-61
	403-6	Promotion on worker health	Occupational Health and Safety	Pg 19-30, 60-61
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not applicable	
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	Pg 19-30, 60-61
	403-9	Work-related injuries	Occupational Health and Safety	Pg 19-30, 60-61





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