Aedge Group Limited

Sustainability Report

For the year ended 30 June 2022

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1. Highlights

1.1 Message to stakeholders

The Board of Directors of the Group (the "**Board**") is proud to present the Group's first sustainability report.

The Group is committed to making a positive impact on our society by offering comprehensive solutions to our customers. Being a Singapore-based multi-services provider, we are well-positioned to offer our excellent and award-winning services to a wide range of customers.

At the same time, we are also entrusted by our customers as well as other stakeholders to ensure our operations are carried out sustainably. Hence, while generating profits and increasing our customer base is key to the business, it needs to be balanced with making business decisions that are socially and environmentally conscious.

In FY2022, the Group expanded its engineered shelters and shoring equipment to provide better services to our customers. For security services, the Group strengthened the use of security technology system for customers who are pursuing cost-cutting measures by promoting our remote surveillance capabilities and security technology integrations.

As the Group continues to grow its services capabilities and widen its customer base, we are also looking at maintaining a sustainable business. To support this, we have built a responsible business model, emphasizing sustainable business decision-making, building robust relationships with our business partners, and encouraging the sustainable use of resources in our operations. In addition, we continue to engage the communities by creating jobs and learning opportunities and contributing our efforts to issues facing the community.

The following sections of this Sustainability Report summarise more initiatives the Group has taken to ensure a sustainable business model and a brighter future for our society and environment.

Poh Soon Keng

Executive Chairman and
Chief Executive Officer

1.2 Scope of sustainability report

The scope of the report covers information on material sustainability aspects of Aedge Group Limited (**Aedge** or the "**Group**"), covering the engineering services, security and manpower services, and transport services from 1 July 2021 to 30 June 2022 unless otherwise specified. This should sufficiently address stakeholders' concerns about sustainability issues arising from the major business operations of the Group.

This report is prepared with reference to the Global Reporting Initiative (**GRI**) Standards: Core Option as it provides a set of an extensive framework that is widely accepted as a global standard for sustainability reporting. It also considers the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited (**SGX-ST**) Listing Manual. In preparing our report, we applied the GRI's principles for defining report content and report quality by considering the Group's activities, impacts and substantive expectations and interests of its stakeholders.

The data and information provided within the report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

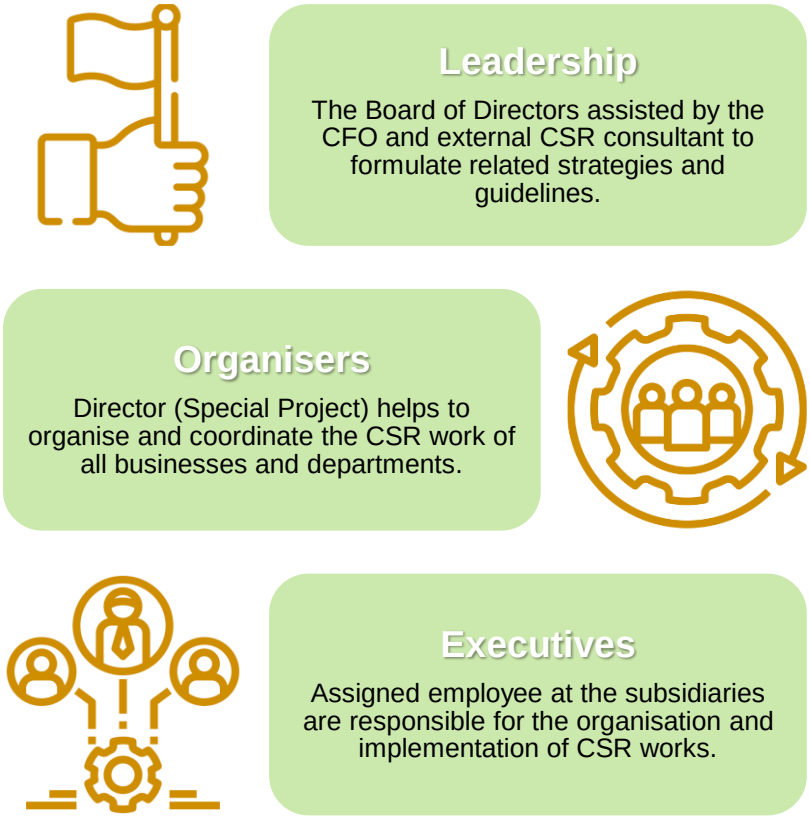
1.3 Sustainability contact

We welcome your views and feedback on our sustainability practices and reporting at info@aedge.com.sg.

2. Sustainability strategy

2.1 Sustainability organisational structure

Sustainability is a vital part of our corporate strategy for achieving long-term growth. The values we create for our people, the environment and society at large very much determine our financial performance. We developed a sustainability organisational structure to move things forward:



2.2 Sustainability strategy

Our sustainability strategy aims to create integrated values. Together with disciplined execution of our strategy and a commitment to doing business responsibly, we commit to deliver value to all our stakeholders through the following:



The sustainable strategy is underpinned by our comprehensive and extensive internal policies that cover the areas above.

- **Code of Corporate Governance and Code of Conducts**, which covers aspects of management of conflict of interest, anti-corruption, whistleblowing, sustainable development and operations and safeguard of confidential information.
- **Vendor and Sub-contractor Selection and Assessment Policies**, which covers aspects of vendor selection criteria, vendor performance evaluation and appraisal and sustainable sourcing.
- **Human Resources Policies**, which covers aspects of the employee handbook, training and development, employee performance evaluations, rewards and penalties.
- **Occupational Health, Safety and Security (OHSS) Policies**, cover aspects of safety culture, safety training and development, rewards and penalties, safety inspections, incidence reporting, and emergency response procedures in the event of safety incidents.

The strategy is also guided by external sources, including ISO9001, ISO 45001:2018, bizSAFE Level Star, Global Reporting Initiative Standards and Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Listing Rules.

2.3 Consulting our stakeholders

We recognise the need to continuously develop our responsible business approach to address growing stakeholder expectations around our impact on the economy, environment and society. As such, we periodically consult with our stakeholders to determine the issues that are most relevant to them and Aedge.

An overview of our approach and rationale is set out below (with stakeholders listed in alphabetical order), together with the feedback we have received.

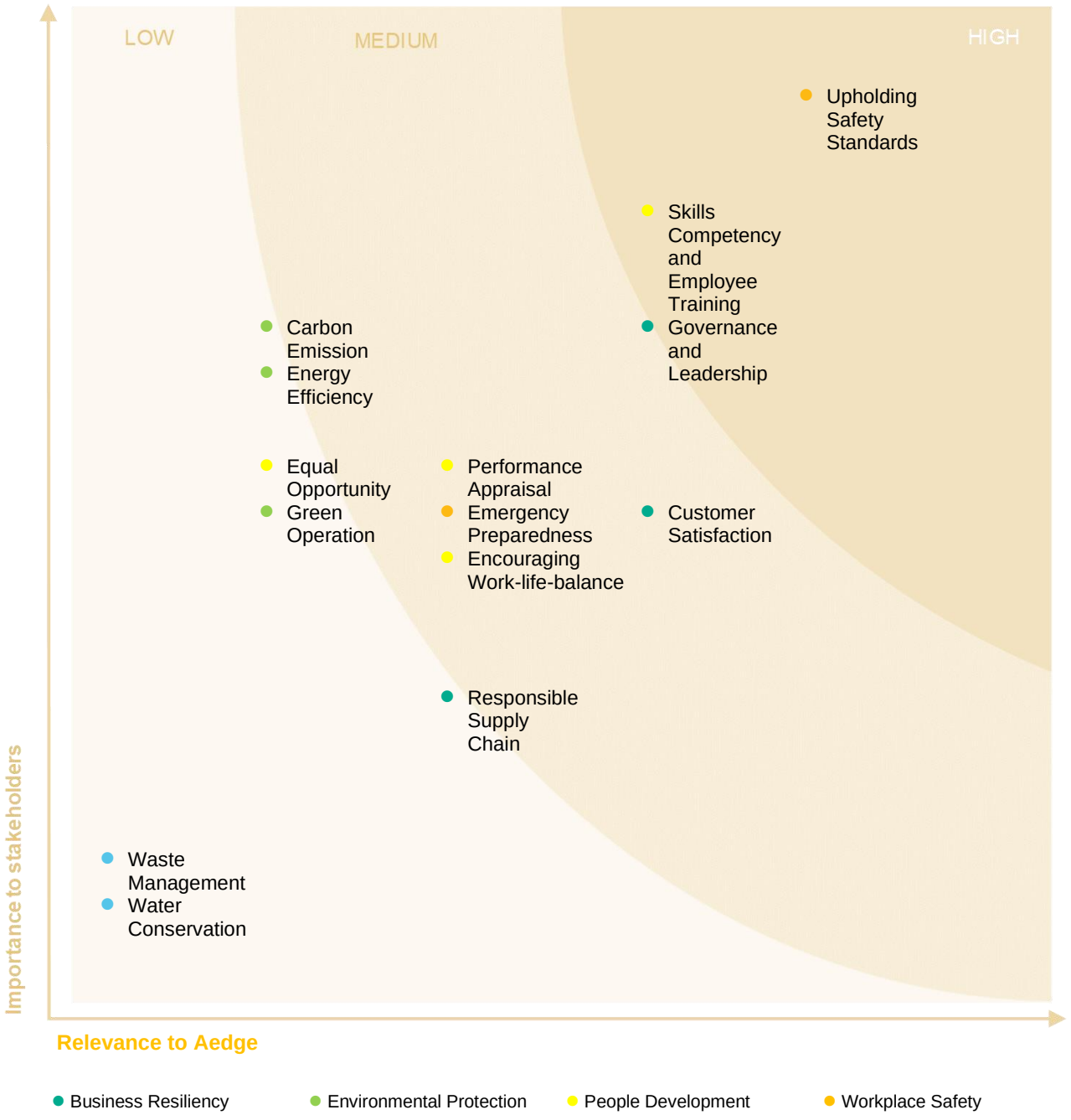
Stakeholders	How do we engage	How often do we engage	What you've told us
Customers	• Quality management system	• Perpetual	• High quality and reliability of our services • Timely response to customer complaints • Data protection and confidentiality
	• Project progress meeting and monitoring	• Monthly	
	• Customer feedback channels	• Ad-hoc	
Employees	• Performance appraisal	• Annual	• Employee safety and health • Training and development opportunities • Remunerations and welfares • Fair and competitive employment practices
	• Informal meeting and training	• Ad-hoc	
	• Feedback to supervisor	• Ad-hoc	
Government / regulatory authorities	• Government's guidelines and circulars	• Ad-hoc	• Compliance with laws and regulations • Safe working environment • Environmentally sustainable business practices
	• Correspondences through emails and letters	• Ad-hoc	
Investors	• Annual / Extraordinary General Meeting	• Annual	• Compliance with listing requirements • Timely and transparent reporting
	• Financial result announcements	• Bi-annual	
	• SGX announcements	• Ad-hoc	
	• Annual Report	• Annual	
Suppliers	• Supplier meetings	• Ad-hoc	• Fair and robust procurement system • Prompt payment cycles

2.4 Sustainability materiality

Based on the stakeholder engagement, we developed our sustainability materiality matrix containing material aspects which are aligned with our principal business and operational risks and formed our sustainability strategy which has shaped our approach to sustainability reporting, as illustrated in the diagram below.

We have also developed metrics to help us measure our progress, as indicated in our sustainability scorecard in **Appendix A**. We will review and adjust the matrix each year, as the external and business context changes.

The aspect boundaries 'within' the organisation are limited to Aedge and our subsidiaries, whereas the aspect boundaries 'outside' the organisation include our customers, employee, suppliers, investors and regulatory authorities (Governments, SGX, MOM, IRAS).



3. Our performance

3.1 How we measure our performance

Our **sustainability strategy** is embedded into the appropriate parts of our business, with dedicated teams for each focus area, and coordination by our relevant departmental managers.

Progress will be tracked in two key ways: measuring performance against metrics, and evaluating how well the programs have advanced, through a series of 'commitments'.

Metrics and targets

We have established key performance indicators for each of the four focus areas outlined in our **sustainability strategy**. Periodically, we plan to introduce new metrics and update targets to ensure alignment with our strategy.

Commitments to United Nations Sustainable Development Goals (UNSDGs)

To ensure we have a robust sustainability programme in place, we have included the key commitments for each area of our sustainability strategy, guided by UNSDGs. The progress we have made against each key commitment is indicated using the symbols shown in the table below. We track and review our sustainability programme with the Board of Directors at least once a year. As a global citizen, Aedge supports UNSDGs through the following commitments:

Business Resiliency



Metrics	Units	2030 Target
Revenue	S$ million	On-going commitment
Violations of the relevant laws and regulations	Number	0
Customer complaints	Number	< 5
Suppliers subject to the periodical evaluation	%	> 10
Local sourcing of procurement	%	100

Environmental Protection



Metrics	Units	2030 Target
Carbon emission	tCO2e	< 820
Carbon emissions intensity	tCO2e per million revenue	< 40
Electricity usage	kWh	< 18,000
Electricity usage intensity	kWh per million revenue	< 900

People Development



Metrics	Units	2030 Target
Average training hours per employee	Hours	> 10
The employee subject to regular performance evaluation	%	100
Female representation in the total workforce	%	15

Workplace Safety



Metrics	Units	2030 Target
Fatalities in workplace	Number	0
High-consequence injuries in the workplace	Number	0
Recordable injuries in the workplace	Number	0
Recordable work-related ill health cases in the workplace	Number	0
Regulatory and compliance incidents relevant to workplace safety	Number	0

3.1.1 Business Resiliency

Overview

Aedge is a Singapore-based multi-services provider. The principal services provided by our group are engineering services, transport services and security and manpower services. Our services are closely related to the daily life of our communities and these services enable our vibrant communities to thrive. To ensure we continue to provide high-quality services to our customers and societies, we cultivated strong corporate governance cultures in all areas of our operations. We also emphasise ensuring high customer satisfaction with our services and a responsible supply chain to preserve our business continuity.

FY2022 Performance

20.5m
Revenue

0
Whistleblowing complaints and non-compliance with local laws and regulations

4
Cases of customer complaints

100%
Purchases from local suppliers

Leadership and Governance

We enhanced our accountability and transparency by upholding high standards in business ethics and corporate governance which are the keys to building stronger trust with our stakeholders.

We believe that strong corporate governance starts from strong leadership. The Board has overall responsibility for ensuring effective corporate governance across all our operations, this includes ensuring effective risk management and internal controls are in place to address any identified risks and to ensure business continuity.

Our Standard Operating Procedures (**SOPs**) outlines the principle and practices relevant to corporate governance. These SOPs communicates and provide guidelines to our employee for their dealings with our stakeholders.

Some of the relevant SOPs we established include the following:

(a) Enterprise Risk Management
(b) Employee Handbook and Code of conduct
(c) Anti-corruption and Bribery Policy
(d) Conflict of interest Policy
(e) Whistleblowing Policy
(f) Personal Data Protection Policy
(g) Business Continuity Plan and Disaster Recovery Plan

In FY2022, we have not received any whistleblowing complaints.

Regulatory Compliance

To maintain a fair, ethical and efficient business and working environment, we strictly adhere to the local laws and regulations such as the Prevention of Corruption Act, Personal Data Protection Act, Employment Act, Workplace Safety and Health Act etc.

In FY2022, we have not violated any of the relevant laws and regulations.

We are committed to maintaining zero violations of the relevant laws and regulations. The progress and performance will be reported in the following year.

Customer Satisfaction

We work on our fundamental target of contributing to our society by providing high-quality services to our customers. We have established a Quality Management System (**QMS**) that is based on the principles of ISO9001:2015 (Quality Management System) to ensure our services meet our customer's needs. All operations and employees are required to comply with our QMS.

We also actively collect customer feedback formally and informally. Customer feedback is collected via various channels including informal meetings and surveys. The results will be investigated and discussed during our periodic management meetings to identify corrective and preventive actions. This allows us to improve our service quality continuously.

In FY2022, we received 4 customer complaints from our customers. We are committed to maintaining customer complaints below 5 cases in a financial year.

Responsible Supply Chain

Maintaining a responsible supply chain is crucial to ensure our services to our customer is smooth and uninterrupted. To achieve this, we implement comprehensive evaluation criteria to ensure our suppliers meet our required standards. Our key suppliers are subject to periodical evaluation to ensure the procurement of goods and services are high level of quality. Not only do we evaluate the suppliers based on their products and service quality, but we also extend the evaluation to include our suppliers' business practices such as safety track records.

In FY 2022, 5% of our suppliers are subject to the periodical evaluation. We are committed to increasing the number of suppliers subject to the periodical evaluation to 10% of our total suppliers. The progress and performance will be reported in the following year**.**

We also prioritise sourcing locally to enable the local society to benefit from our business. Localised supply chains help us to develop closer relationships with our suppliers to ensure the proper alignment of our policies which will help us maintain a high level of quality and integrity in the procurement of goods and services for the Group.

In FY 2022, all our purchases are sourced from our reliable local suppliers. We are committed to maintaining 100% local sourcing of procurement. The progress and performance will be reported in the following year.

Commitments: Business Resiliency

Regulatory Compliance	**Commitment**	**FY2022 progress**
	• Zero violations of the relevant laws and regulations	• Zero violations of the relevant laws and regulations
Customer Satisfaction	**Commitment**	**FY2022 progress**
	• < 5 customer complaints in a financial year	• 4 customer complaints from our customers
Responsible Supply Chain	**Commitment**	**FY2022 progress**
	• > 10% of total suppliers subject to the periodical evaluation • 100% local sourcing of procurement	• 5% of total suppliers subject to the periodical evaluation • 100% local sourcing of procurement

3.1.2 Environmental Protection

Overview

We are committed to environmental protection, reducing carbon emissions, preventing pollution, minimising wastage and utilising our resources efficiently. To reduce the environmental impacts, we continuously explore opportunities to adopt greener solutions in our daily operations.

We also developed and implemented comprehensive policies to ensure our commitment to environmental protection is communicated to our employees.

Green Operation

We are committed to reducing the environmental impacts of our operations. To achieve this, we actively explore opportunities and new technologies to reduce our environmental impacts. While most of our operations do not create significant adverse environmental impact, our fleet of buses is diesel operated and releases harmful emissions. To limit the harmful emissions from our fleet of buses, all our buses comply with Euro 6 emission standards and use Adblue™ to minimise Nitrogen Oxide (NO_x) emissions.

Carbon Emission

The carbon emission from our operations is from scope 1 and 2 activities. Approximately 91% of our carbon emissions are generated from our transportation operations.

Our fleet of buses is subject to regular maintenance to ensure optimal operational conditions. This effectively reduces fuel consumption and carbon emission. Our employees are trained and required to operate the buses efficiently to reduce fuel consumption and carbon emission while maintaining high-quality services. These includes:

(a) Efficient bus route plans
(b) Reasonable air-conditions temperature
(c) Avoid leaving the engine on while the bus is idle
(d) Regular inspection of the conditions of the buses

In FY2022, we generated a carbon footprint of 882 tonnes of carbon dioxide emission (**tCO_2e**) with a carbon emissions intensity of 43 tCO_2e per million revenue.

We are committed to reducing the carbon emission generated from our operations to 820 tCO_2e with a carbon emission intensity of 40 tCO_2e per million revenue. The progress and performance will be reported in the following year.

FY2022 Performance

882tCO_2e
Total carbon footprint

43tCO_2e
Carbon footprint per million revenue

18,983kWh
Total purchased electricity

926kWh
Purchased electricity per million revenue

100%
Waste disposed of via proper disposal channels

Electricity Usage

Our electricity usage came from the regular operations of the office. We started to replace traditional light bulbs with electricity-saving light bulbs as well as educate our employees about energy conservation.

We established comprehensive policies and procedures to reduce energy consumption in the office, assess energy efficiency, increase the use of clean energy, if possible, set applicable targets to monitor energy consumption, and ensure power is turned off when electrical appliances are not in use. All employees stringently complied with our policy of saving energy.

In FY2022, our total electricity usage was 18,983 kilowatt-hours (**kWh**) with an electricity usage intensity of 926 kWh per million revenue.

We are committed to reducing the electricity usage to 18,000 kWh with an electricity usage intensity of 878 kWh per million revenue. The progress and performance will be reported in the following year.

Water Conservation

Our water consumption is mainly from domestic water use. We encourage efficient use of water through educating our employees on water conservation, using water-saving equipment and regular inspections on water taps and fixing dripping taps immediately.

Water consumed by our operation is supplied by our suppliers or customers. Hence, we do not monitor water consumption.

Waste Management

We adopt the procedures of reuse, treatment and disposal to handle the wastes created during the operations of our engineering projects.

Our engineering projects generate non-hazardous scrap metal and this scrap metal is disposed of via proper disposal channels. Licensed waste collectors are appointed to dispose of the scrap metal generated.

In FY2022, a total of 20 tonnes of scrap metal were generated and disposed of via proper disposal channels. This represents 100% of the waste generated by our operations. We are committed to maintaining 100% waste generated by the operations to be disposed of via proper disposal channels.

Commitments: Environmental Protection

	Commitment	FY2022 progress
Carbon Emission	• < 820 tCO_2e • < 40 tCO_2e per million revenue	• We generated a carbon footprint of 882 tCO_2e with a carbon emissions intensity of 43 tCO_2e per million revenue.
Electricity Usage	• < 18,000 kWh electricity usage • < 878 kWh electricity usage per million revenue	• Our total electricity usage was 18,983 kWh with an electricity usage intensity of 926 kWh per million revenue.
Waste Management	• 100% of waste generated is disposed of via proper disposal channels	• 100% of waste generated is disposed of via proper disposal channels

3.1.3 People Development

Overview

We believe that people are our most important asset. We provide a constructive working experience to our employees and contribute to the local economic development.

We have established a comprehensive performance appraisal programme and training programme to help our employee to sharpen their skills and advance their career.

We offer equal opportunity to our employees by promoting a fair workplace culture in all of our operations. Recruitment, remuneration, promotion and benefits are managed based on our principle of objective assessment, equal opportunity, and non-discrimination regardless of gender, race, marital status, pregnancy, disability, age, or family status.

Skills Competency and Employee Training

We emphasise continuous learning in the workplace. We developed a comprehensive Training Needs Analysis (**TNA**) programme to identify the opportunities to upgrade or sharpen the skills and knowledge of our employees. Various channels including informal performance reviews by line managers, annual performance appraisal, feedback from the customers, after-incident review programme and mandatory training required by law are adopted to identify training opportunities.

Training is conducted with in-house resources such as on-job training or in-house training sessions. External training providers are also engaged to provide new insight and skills to our employees. Learning outcomes and learning objectives are meticulously tailored to ensure the training content allows our employees to improve the areas where it is needed most.

The following are some of the trainings conducted in FY2022:

- ESG – Environmental, Social, and Governance Essentials
- Recognise Terrorist Threats
- Handle Security Incidents and Services
- Comply with Workplace Safety and Health Policies and Procedures
- Demonstrate and Apply Understanding of Cleaning Chemicals
- Service Quality for Drivers
- Defensive Driving
- WSQ Apply Workplace Safety and Health in Process Plant
- WSQ Perform Work at Height Course
- Working at Height Rescue Course
- WSQ Perform Metal Scaffold Erection
- Lifting Supervisor Safety Course

FY2022 Performance

8
Training hours per employee

99%
Employees subject to regular performance appraisal

12%
Female representation in our total workforce

45
Resigned employee

In FY2022, we provided a total of 3,784 hours of training to our employees which represents an average of 8 training hours per employee. This does not include training hours invested for on-job training. Going forward, we will track and report training hours spend on on-job training. We are committed to achieving a minimum of 10 hours of training per employee.

Performance Appraisal

We have various performance appraisal methods in place to determine the performance of the employee. Performance appraisal methods consist of annual performance appraisal, probation confirmation review as well as performance corrective review.

The annual performance appraisal and probation confirmation review comprise mainly quantifiable evaluation criteria. The performance corrective review aims to identify performance shortcomings and corrective actions needed based on the feedback received. In addition, we actively collect performance information for each employee through inputs from line managers and feedback from our employees, as well as periodical employee communication sessions.

This collected information allows us to understand the performance and skills development needs of each employee from multiple aspects. This is crucial for us to identify training needs and develop training programs that are designed to enhance the skills of the employee and aim to improve our productivity.

In FY2022, 99% of our employees are subject to regular performance evaluation. We are committed to subjecting all our employees to regular performance evaluation

Diversity and Equal Opportunity

We attract talent through fair human resource practices. We signed the Employer's Pledge of Fair Employment Practices organised by the Tripartite Alliance for Fair & Progressive Employment Practices (**TAFEP**) to highlight our commitment to a fair working environment and our commitment to adhere to TAFEP's Tripartite Guidelines on Fair Employment Practices. Our employees are required to adhere to our policies of fair and non-discriminative human resource practices.

We developed comprehensive policies on the recruitment process from the job description, application, interview, selection, and approval to the job offer. Candidates are selected based on those who meet the objective evaluation criteria the most. Remuneration is reviewed periodically to ensure consistency with the current employment market and industrial benchmarks. Promotion is based on performance and suitability.

In FY2022, female employees comprise 12% of our total workforce. We are committed to increasing the female representation in our workforce to 15% of our total workforce.

Encouraging work-life-balance

We organised a variety of employee activities such as the annual Chinese New Year Lunch and the annual Christmas Function to help them relax their mind and body, develop teamwork, explore their talent, to develop a positive attitude in both work and life. To prevent employee burnout due to the pandemic, we also implemented a work-from-home arrangement for some of our employees depending on the nature of their work.

Commitments: People Development

	Commitment	FY2022 progress
Skills Competency and Training	• 10 hours of training per employee	• 8 training hours per employee
Performance Appraisal	**Commitment**	**FY2022 progress**
	• 100% of the employee subject to regular performance evaluation	• 99% of the employee subject to regular performance evaluation
Diversity and Equal Opportunity	**Commitment**	**FY2022 progress**
	• 15% female representation in the total workforce	• 12% female representation in the total workforce

3.1.4 Workplace Safety

Overview

Safety is of paramount importance to us, and we have always stressed the importance of work safety in all of our operations. The key to improving workplace safety is to cultivate an effective safety culture among all our employees.

Upholding Safety Standards

We commit to ensuring the safety of our employees, those who work with us and anyone affected by our work as our number one priority.

We developed a comprehensive Occupational Health and Safety Management System and OHSS policy to provide guidelines for the employee to adopt and carry out all work activities according to safe working practices that comply with national and international safety regulations, standards, and code of practices and guidelines.

Occupational Health and Safety Management System comply with bizSAFE and ISO 45001:2018 requirements.

To enhance workplace safety awareness among our employees, we organised regular internal and external workplace safety training for our employees whose works involve workplace safety hazards. These training courses aim to improve the safety awareness of our employees and involve the topics such as working at height, safe lifting operations, cleaning of chemicals and defensive driving.

In FY2022, we have zero work-related accidents.

Emergency Preparedness

While we emphasise preventing safety incidents, we also prepare the employees to handle and respond to emergencies, including potential accidents, fires, and terrorist attacks. This is very important to reduce and limit the impact and casualties as a result of any safety incidents that may happen in our work.

A multi-department emergency response team led by our Chief Operating Officer (COO) is formed to ensure adequate responses to emergencies. The roles and responsibilities of each member are well-defined. We also developed comprehensive emergency preparedness and response plans to outline the scenarios-based emergency response procedures. The emergency response team is required to determine the level of emergency and respond to the emergencies based on pre-defined procedures.

To ensure our emergency response plans are effective, an annual emergency drill is performed to test the adequacy of the plan and identify areas for continuous improvement.

FY2022 Performance

0
Fatalities

0
High-consequence injuries

0
Recordable injuries

0
Recordable work-related ill health cases

0
Regulatory and compliance incidents relevant to work safety

Commitments: Workplace Safety

	Commitment	FY2022 progress
Upholding Safety Standards	• Zero fatalities • Zero high-consequence injuries • Zero recordable injuries • Zero recordable work-related ill health cases • Zero regulatory and compliance incidents relevant to workplace safety	• Zero fatalities • Zero high-consequence injuries • Zero recordable injuries • Zero recordable work-related ill health cases • Zero regulatory and compliance incidents relevant to workplace safety

Appendix A: Sustainability scorecard

Results

Performance indicators	Units	FY2022
Revenue	S$ million	20.5

Governance

Topics	Units	FY2022
Independent Directors	%	60
Female on the Board of Directors	%	0
Female in Senior Management	%	28
Whistleblowing complaints	Number	0
Confirmed incidents of corruption	Number	0
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Number	0
Employees that received anti-corruption training	Number	0
Employees that received anti-corruption training	%	0

Business Resiliency

Topics	Units	FY2022
Violations of the relevant laws and regulations	Number	0
Customer complaints	Number	4
Suppliers subject to the periodical evaluation	%	5
% purchase from local suppliers	%	100

Environmental Protection

Topics	Units	FY2022
Carbon footprint	tCO_2e	882
Carbon footprint per million revenue	tCO_2e	43
Electricity usage	kWh	18,983
Electricity usage per million revenue	kWh	926
Water consumption	Litres	N1
Water consumption per million revenue	Litres	N1
Non-hazardous waste	Tonnes	20
% waste disposed of via proper disposal channels	%	100

N1 - Water consumed by our operation is supplied by our suppliers or customers. Hence, we do not monitor water consumption.

People Development

Performance indicators	Units	FY2022
Female employee	%	12
New female employee	%	20
Female employee turnover	%	0
Current employee by age group		
• Above 50	%	37
• 30-50	%	46
• Below 30	%	17
New employee by age group		
• Above 50	%	80
• 30-50	%	20
• Below 30	%	0
Employee turnover by age group		
• Above 50	%	44
• 30-50	%	47
• Below 30	%	9
Employee turnover	%	10
Total number of employees	Number	451
Total training hours	Hours	3,784
Average training hours per employee	Hours	8
Average training hours per female employee	Hours	0
Fatalities in workplace	Number	0
High-consequence injuries in workplace	Number	0
Recordable injuries in workplace	Number	0
Recordable work-related ill health cases in workplace	Number	0

Workplace Safety

Performance indicators	Units	FY2022
Fatalities in workplace	Number	0
High-consequence injuries in workplace	Number	0
Recordable injuries in workplace	Number	0
Recordable work-related ill health cases in workplace	Number	0
Regulatory and compliance incidents relevant to workplace safety	Number	0

Appendix B: GRI content index

GRI Standards Content Index

The GRI Content Index references the Aedge Group Limited Sustainability Report 2022 (SR), and the Annual Report 2022 (AR).

Disclosure number		Disclosure title	Reference and remarks
GRI 102: General disclosures			
Organisational profile	102-1	Name of organisation	• AR: Cover Page
	102-2	Activities, brands, products, and services	• AR: Group Profile
	102-3	Location of headquarters	• AR: Corporate Information
	102-4	Location of operations	• AR: Corporate Information
	102-5	Ownership and legal form	• AR: Financial statements, Note 1
	102-6	Markets served	• AR: Group Profile
	102-7	Scale of organisation	• AR: Group Profile
	102-8	Information on employees and other workers	• SR: Sustainability scorecard
	102-9	Supply chain	• SR: Business Resiliency
	102-10	Significant changes to the organisation and its supply chain	• SR: Business Resiliency
	102-11	Precautionary Principle or approach	• AR: Corporate governance report
	102-12	External initiatives	• Not applicable
	102-13	Membership of associations	• Not applicable
Strategy	102-14	Statement from senior decision-maker	• AR: Chairman's statement • SR: Message to stakeholder
	102-15	Key impacts, risks, and opportunities	• AR: Corporate governance report • SR: Sustainability strategy
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	• AR: Corporate governance report
	102-17	Mechanisms for advice and concerns about ethics	• AR: Corporate governance report
Governance	102-18	Governance structure	• AR: Corporate governance report
	102-19	Delegating authority	• AR: Corporate governance report
	102-20	Executive-level responsibility for economic, environmental, and social topics	• SR: Sustainability organisational structure
	102-21	Consulting stakeholders on economic, environmental, and social topics	• SR: Consulting our stakeholders

Disclosure number		Disclosure title	Reference and remarks
	102-22	Composition of the highest governance body and its committees	• AR: Corporate governance report
	102-23	Chair of the highest governance body	• AR: Corporate governance report
	102-24	Nominating and selecting the highest governance body	• AR: Corporate governance report
	102-25	Conflicts of interest	• AR: Corporate governance report
	102-26	Role of highest governance body in setting purpose, values, and strategy	• AR: Corporate governance report
	102-27	Collective knowledge of highest governance body	• AR: Corporate governance report
	102-28	Evaluating the highest governance body's performance	• AR: Corporate governance report
	102-29	Identifying and managing economic, environmental, and social impacts	• SR: Sustainability materiality
	102-30	Effectiveness of risk management processes	• AR: Corporate governance report
	102-31	Review of economic, environmental, and social topics	• SR: Sustainability report
	102-32	Highest governance body's role in sustainability reporting	• AR: Corporate governance report • SR: Sustainability organisational structure
	102-33	Communicating critical concerns	• SR: Sustainability materiality
	102-34	Nature and total number of critical concerns	• SR: Sustainability materiality
	102-35	Remuneration policies	• AR: Corporate governance report
	102-36	Process for determining remuneration	• AR: Corporate governance report
	102-37	Stakeholders' involvement in remuneration	• AR: Corporate governance report
	102-38	Annual total compensation ratio	• AR: Corporate governance report
	102-39	Percentage increase in annual total compensation ratio	• AR: Corporate governance report
Stakeholder engagement	102-40	List of stakeholder groups	• SR: Consulting our stakeholders
	102-41	Collective bargaining agreements	• Not applicable
	102-42	Identifying and selecting stakeholders	• SR: Consulting our stakeholders
	102-43	Approach to stakeholder engagement	• SR: Consulting our stakeholders
	102-44	Key topics and concerns raised	• SR: Consulting our stakeholders • SR: Sustainability materiality

Disclosure number		Disclosure title	Reference and remarks
Reporting practice	102-45	Entities included in the consolidated financial statements	• AR: Financial statements, Note 16
	102-46	Defining report content and topic Boundaries	• SR: Sustainability materiality
	102-47	List of material topics	• SR: Sustainability materiality
	102-48	Restatements of information	• Not applicable
	102-49	Changes in reporting	• Not applicable
	102-50	Reporting period	• SR: Scope of sustainability report
	102-51	Date of most recent report	• Not applicable
	102-52	Reporting cycle	• Annual
	102-53	Contact point for questions regarding the report	• SR: Sustainability contact
	102-54	Claims of reporting in accordance with the GRI Standards	• SR: Scope of sustainability report
	102-55	GRI content index	• SR: GRI context index
	102-56	External assurance	• No external assurance
GRI 200: Economic disclosures (applicable sections only)			
Economic performance	201-1	Direct economic value generated and distributed	• SR: Business resiliency • SR: Sustainability scorecard
Procurement practices	204-1	Proportion of spending on local suppliers	• SR: Business resiliency • SR: Sustainability scorecard
Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	• There are no confirmed incidents of corruption.
GRI 300: Environment disclosures (applicable sections only)			
Energy	302-1	Energy consumption within the organisation	• SR: Environmental protection • SR: Sustainability scorecard
	302-3	Energy intensity	• SR: Environmental protection • SR: Sustainability scorecard
	302-4	Reduction of energy consumption	• SR: Environmental protection
Water	303-5	Water consumption	• SR: Environmental protection
Emissions	305-1	Direct (Scope 1) GHG emissions	• SR: Environmental protection • SR: Sustainability scorecard
	305-2	Energy indirect (Scope 2) GHG emissions	• SR: Environmental protection • SR: Sustainability scorecard
	305-4	GHG emission intensity	• SR: Environmental protection • SR: Sustainability scorecard

Disclosure number		Disclosure title	Reference and remarks
	305-5	Reduction of GHG emissions	• SR: Environmental protection
Waste	306-1	Waste generated	• SR: Environmental protection • SR: Sustainability scorecard
GRI 400: Social disclosures (applicable sections only)			
Employment	401-1	New employee hires and employee turnover	• SR: People development • SR: Sustainability scorecard
Occupational health and safety	403-1	Occupational health and safety management system	• SR: Workplace safety
	403-3	Hazard identification, risk assessment, and incident investigation	• SR: Workplace safety
	403-5	Worker training on occupational health and safety	• SR: Workplace safety
	403-9	Work-related injuries	• SR: Workplace safety • SR: Sustainability scorecard
	403-10	Work-related ill health	• SR: Workplace safety • SR: Sustainability scorecard
Training and education	404-1	Average hours of training per year per employee	• SR: People development • SR: Sustainability scorecard
	404-2	Programs for upgrading employee skills and transition assistance programs	• SR: People development
	404-3	Percentage of employees receiving regular performance and career development reviews	• SR: People development • SR: Sustainability scorecard
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	• SR: People development • SR: Sustainability scorecard
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	• There are no confirmed incidents of discrimination