



2019

ANCHOR RESOURCES LIMITED SUSTAINABILITY REPORT



**ANCHOR RESOURCES
LIMITED**

(Registration No. 201531549N)

(Incorporated in the Republic of Singapore)

This sustainability report has been prepared by Anchor Resources Limited (the “Company”) and its contents have been reviewed by the Company’s sponsor, UOB Kay Hian Private Limited (the “Sponsor”) for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual Section B: Rules of Catalyst.

This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report, including the accuracy, completeness or correctness of any of the information, statements or opinions made or reports contained in this sustainability report.

The contact persons for the Sponsor is Mr Lance Tan, Senior Vice President at 8 Anthony Road, #01-01

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BOARD STATEMENT

The Board of Directors (“**Board**”) is pleased to present Anchor Resources Limited’s (the “**Company**” or “**ARL**”) Sustainability Report for the financial year ended 31 December 2019 (“**FY2019**”).

This report covers data and information for FY2019 and has been prepared in accordance with the widely recognised Global Reporting Initiative (“**GRI**”) Standards: Core Option as well as on a “Comply and Explain” basis pursuant to Rules 711A and 711B as well as Practice Note 7F of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalyst. The data and information provided have not been verified by an independent third party.

With the full support from the Board, Management establishes the policies and practices to address and manage the material environment, social and governance (“**ESG**”) factors. The Board having considered sustainability issues as part of its strategic formulation, has determined the material ESG factors and through the Management team, overseen the managing and monitoring of the material ESG factors.

ARL is one of the companies engaged in mining in Terengganu, Malaysia, being involved in both gold mining and granite dimension stone quarrying. As one of the major players in the mining industry, ARL strives to enhance shareholder value and maintain cordial relationships with the local communities in the areas that ARL operates in. With our continuous efforts in having a sustainable operating model, ARL looks forward to sustainable growth for our businesses in the coming years.

CORPORATE INFORMATION

Anchor Resources Limited (the “Company”) is a public limited liability company, incorporated and domiciled in Singapore and its registered office and principal place of business are 80 Robinson Road #17-02, Singapore 068898 and C-3A-9-10, 11 & 12, Block C, Pusat Komersial Southgate, No. 2, Jalan Dua, Off Jalan Chan Sow Lin, 55200, Kuala Lumpur Wilayah Persekutuan, Malaysia respectively. The Company is listed on the Catalist Board of the Singapore Exchange Securities Trading Limited (“SGX-ST”). The registration number of the Company is 201531549N.

The principal activity of the Company is that of an investment holding company.



Details of our subsidiaries as at 31 December 2019 are as follows:

Name of Company	Date and country of incorporation	Principal activities	Principal place of business	Effective equity interest held by our Group
Angka Alamjaya Sdn.Bhd. ('AASB')	09-Sep-11 Malaysia	Gold and related mineral mining, consultant and contractor of natural resources	Malaysia	100.00%
Angka Mining Sdn. Bhd. ("AMSB")	30-May-14 Malaysia	Gold and related mineral mining consultancy	Malaysia	100.00%
Angka Marketing Pte. Ltd. ("AMPL")	27-Jul-17 Singapore	Business and management consultancy services	Singapore	100.00%
GGTM Sdn. Bhd. ("GGTM")	04-Apr-10 Malaysia	Exploration, mining and production of granite dimension stone for sales as well as architectural stone and interior fit-out	Malaysia	100.00%
Stonetrade Sdn. Bhd ("STSB")	08-May-18 Malaysia	Exploration, quarrying activities, construction, manufacturing, processing, cutting and polishing of dimension stone, granite stone, marble, aggregates and related products	Malaysia	100.00%

None of our subsidiaries are listed on any stock exchange.

BUSINESS SEGMENTS

For management purposes, the Group is organised into business units based on their products and services. The Group's reportable segments are as follows:

- (i) **Gold mining**, which includes exploration, mining and production of gold as well as processing of tailings.
- (ii) **Granite business**, which includes exploration, mining, quarry extraction, processing and sales of granite products and dimension stone granites as well as architectural stone and interior fit-out.
- iii) **Corporate & others**, which includes investment holding company as well as business and management consulting services.

Except as indicated above, no operating segments have been aggregated to form the above reportable segment. Management monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and performance assessment. Segment results, assets and liabilities include items directly attributable to a segment as well as those that can be allocated on a reasonable basis.

GEOGRAPHICAL INFORMATION

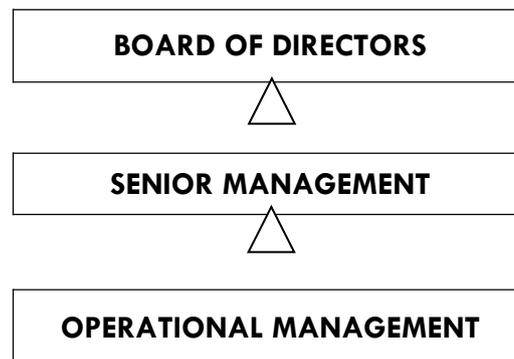
During FY2019, the Group operated mainly in Terengganu, Malaysia and all non-current assets are located in Terengganu, Malaysia.

MAJOR CUSTOMERS

The sales of semi-processed gold concentrate ore to a China customer in FY2019 representing 95% of the Group's total revenue.

SUSTAINABILITY GOVERNANCE STRUCTURE

ARL supports ethical and sustainable business practices leading to a healthy corporate culture. We recognise the importance of a strong sustainability governance structure. Our sustainability governance structure is as depicted below.



The roles of each level of the structure are as follows:

Board:

The Board oversees the formation of strategies and their implementation.

Senior Management:

ARL senior management comprises of the Managing Director and the Chief Financial Officer. They set the strategies and action plans relating to sustainability topics to be presented to the Board for approval.

Operational management:

The operational management team consists of the various heads of department. The team implements and executes the approved strategies and the day-to-day operations and meets on a monthly basis where sustainability topics are discussed alongside other operational matters. The team also reports to Senior Management, the results of operational activities and sustainability topics.

KEY STAKEHOLDER ENGAGEMENT

ARL noted that different stakeholders are important to the Company to varying degrees. While some stakeholders can influence the actions of the Company, there are also others that have less or little influence on the Company, and yet are impacted by the actions of the Company. ARL considers it important for the Company to actively engage all stakeholders and to receive feedback on the impacts, or potential impacts, of the Company's actions.

After due consideration, ARL has summarised in the table below, the key stakeholders, the methods of engagement, the key concerns for each stakeholder and the ways ARL addresses their concerns.

Stakeholder	Method of Engagement	Key Concerns	Key Concerns addressed in the following sections
Government / Authorities / Regulators / Municipals & other Government Linked Bodies	<ul style="list-style-type: none"> • Third party consultants • Meetings when necessary • Correspondence 	<ul style="list-style-type: none"> • Environmental impacts • Regulatory Compliance 	<ul style="list-style-type: none"> • Environmental responsibility
Shareholders	<ul style="list-style-type: none"> • Annual General Meeting • Annual Reports • Company's Announcements 	<ul style="list-style-type: none"> • Financial Performance • Economic performance 	<ul style="list-style-type: none"> • Annual Report 2019
Employees	<ul style="list-style-type: none"> • Meetings • Health and Safety Activities • Correspondence 	<ul style="list-style-type: none"> • Workplace health & safety • Employee diversity 	<ul style="list-style-type: none"> • Our people • Occupational Health & Safety
Local Communities	<ul style="list-style-type: none"> • Corporate Social Responsibility ("CSR") Activities 	<ul style="list-style-type: none"> • Employment • Financial support 	<ul style="list-style-type: none"> • Corporate Social Responsibility Management
Suppliers & Contractors	<ul style="list-style-type: none"> • Meetings on periodic basis • Correspondence 	<ul style="list-style-type: none"> • Local & oversea procurement with quotation requests • Workplace health & safety 	<ul style="list-style-type: none"> • Procurement practices • Occupational Health & Safety

MATERIAL TOPICS AND BOUNDARIES

ARL, in the study and identification of the material topics, is guided by the GRI Reporting framework which best reflects the Group’s commitments. The interests of the stakeholders were considered along with the overall operations of the Company. ARL determined the materiality of its sustainability topics solely based on the level of ARL’s impact on the environmental, social and governance of its area of operation and surroundings. The material topics are expanded upon in the various sections.

ARL’s mining operations have potential impacts on the land, air, water and ecosystems of the surrounding areas as well as significant economic, social and cultural impacts on the local communities in the areas that ARL operates in. Based on the above, ARL has identified its Key Material Topics as below:

Material Topics	Boundaries (Country or Entity)
ENVIRONMENTAL	
GRI 302: Energy	Malaysian Entities
GRI 303: Water	
GRI 306: Effluents & Waste	
GRI 307: Environmental Targets and Compliance	
GRI 308: Supplier Environment Assessment	
SOCIAL	
GRI 401: Employment	Malaysian Entities
GRI 403: Occupational Health & Safety	
GRI 404: Training and Education	
GRI 405: Diversity and Equal Opportunity	
GRI 406: Non-discrimination	
GRI 413: Local Communities	
GOVERNANCE	
GRI 204: Procurement Practices	Malaysian Entities
GRI 205: Anti-corruption	Group-wide

This report focuses on the entities engaged in the mining and quarrying operations which are Angka Alamjaya Sdn. Bhd. (“**AASB**”) and GGTM Sdn. Bhd. (“**GGTM**”).

Key Material Topics

1. ENVIRONMENTAL RESPONSIBILITY

Our operations are subjected to compliance of an extensive set of laws and regulations governing environmental protection. All of our operations require a variety of permits and licenses approvals from the government agencies. Key laws and regulations are related to air emissions, noise level, river water quality, waste management and chemicals storage.

As a mining and quarrying company, ARL has a fundamental responsibility to manage the impact of its operations on the environment. To accomplish ARL's environmental policy, we conducted environmental impact assessments and implemented environmental management plans for both the Lubuk Mandi (Gold Mine) and Bukit Chetai (Granite Dimension Stone) sites.

We continue to work closely with the environmental consultant to minimise any impact on the environment and to be in compliance with the guidelines from the Department of Environment, Terengganu (“**DOE**”).

ENERGY – DIESEL AND ELECTRICITY

ARL's gold mining and granite dimension stone quarrying operations are energy intensive. Both sites used diesel and electricity in their daily operations. The group is trying to minimize its energy consumption to reduce the carbon footprint of our mining operations.

In AASB gold mining, diesel and electricity have been used for the activities as below:

- *Earthmoving activities to excavate and transport tailing materials to tailings processing plant.*
- *Tailings processing plant operation to produce semi processed gold concentrate ore from tailing materials.*
- *Underground mining activities, including construction of a horizontal tunnel complex measuring approximately 220 meters in length for underground mining and dewatering of the old mining pit.*
- *Mine road maintenance leading to improvements for the safety of vehicles travelling within the mine site.*



At GGTM's granite dimension stone operation, the energy usage were mainly for:

- *Excavation works of overburden, earthmoving activities and block cutting at the quarry face.*
- *Mine road maintenance leading to improvements for*



the safety of vehicles travelling within the quarry.

- *Terengganu Green and Sekayu White stones manufacturing at the factory.*

Earthmoving activities for the two sites are the main contributor to diesel usage. The Group is working together with its contractor(s) to have well laid out production plans to avoid any unnecessary earthmoving and reduce inefficiency or redundancy.

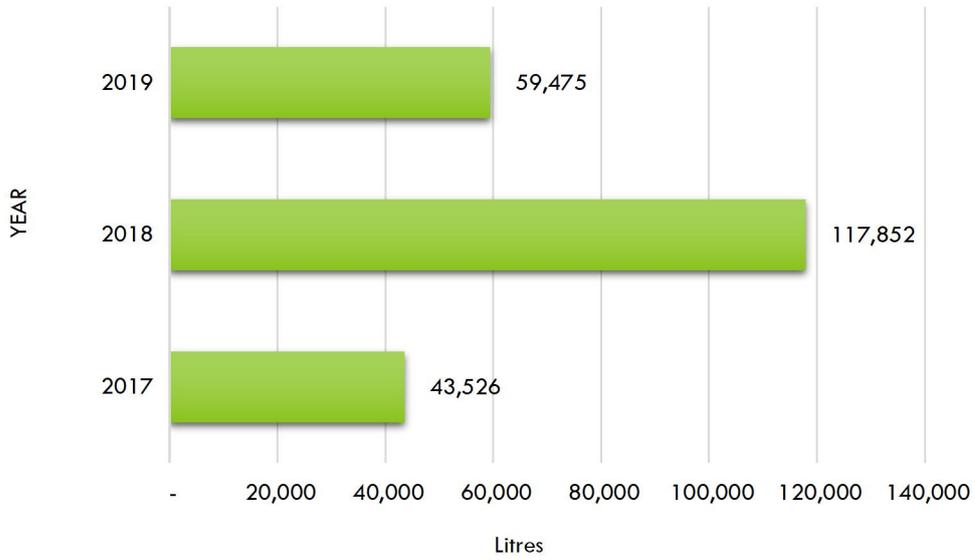
At the Lubuk Mandi site, the tailing processing plant uses electrical power from Tenaga Nasional Berhad (instead of using diesel powered electrical generators) to produce gold concentrate thereby greatly reducing the carbon dioxide emission at the site. The usage of electricity in the Lubuk Mandi site increased 42% in FY2019 compared to FY2018, mainly due to the higher volume of operations.

At the Bukit Chetai site, the Group was unable to procure high current supply from Tenaga Nasional Berhad, and thus relied on diesel powered electrical generators resulting in higher CO2 emissions. The manufacturing of dimension stones is therefore carefully planned to make efficient use of the electrical power generated. The usage of electricity in the quarry is mainly at the production area and site office.

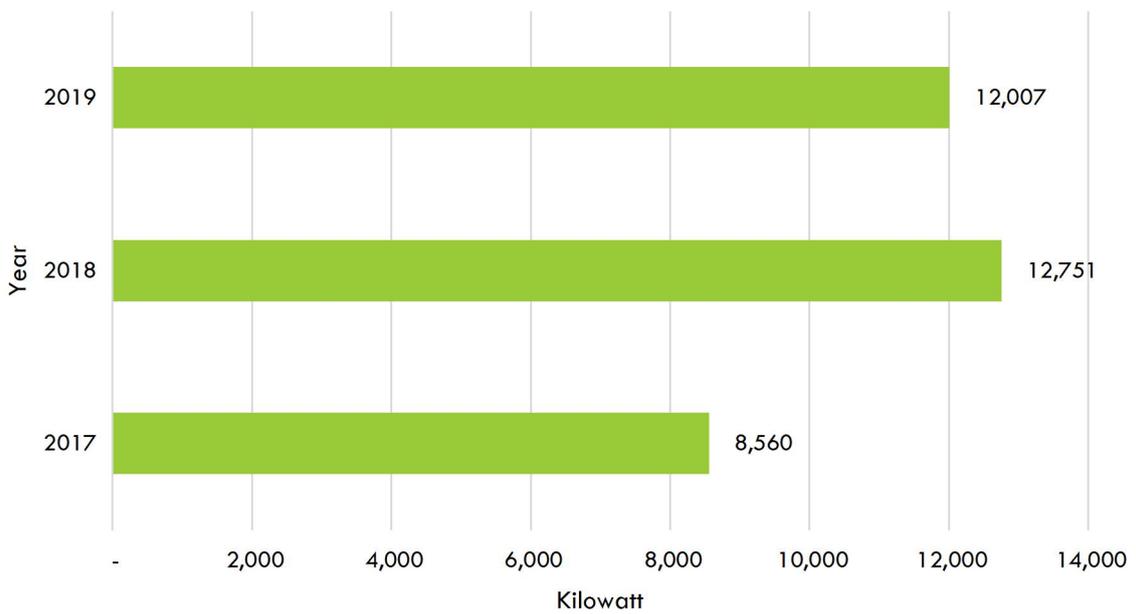


Overall, the Group's usage of electricity and diesel recorded for the reporting period are 3,327,078 kwh and 173,570 litres respectively. The increase in the energy consumption in FY2019 was mainly due to the increase in the production volume at the gold mine during the year. However, GGTM recorded a decrease in diesel consumption of 58,377 litres in FY2019.

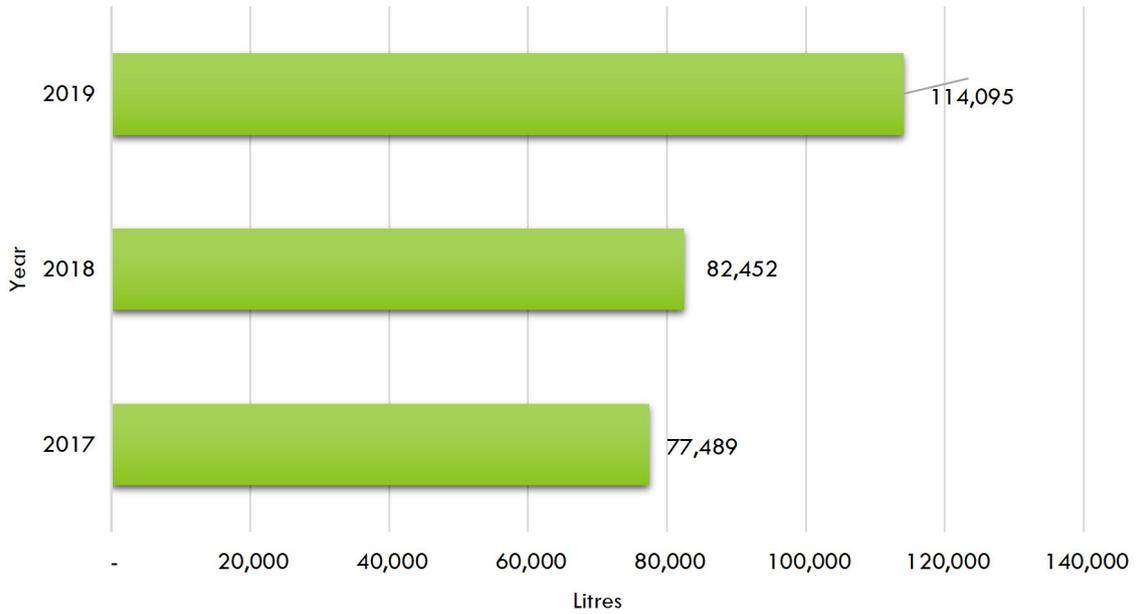
Diesel (Litres) Usage in FY2017 - FY2019 (GGTM)



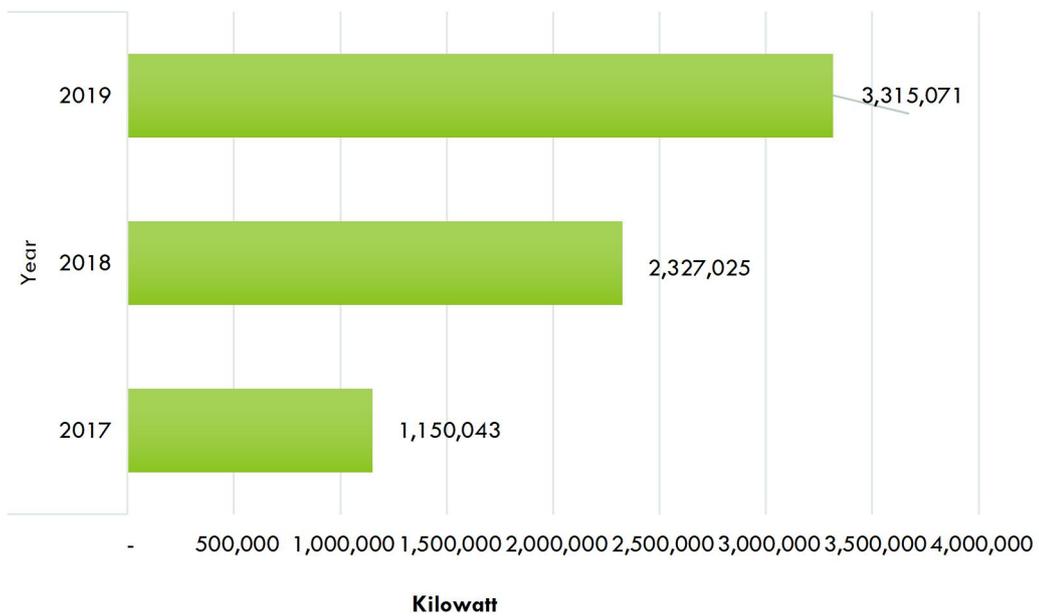
Electricity Usage in FY2017 - FY2019 (GGTM)



Diesel (Litres) Usage in FY2017 - FY2019 (AASB)



Electricity Usage in FY2017-FY2019 (AASB)

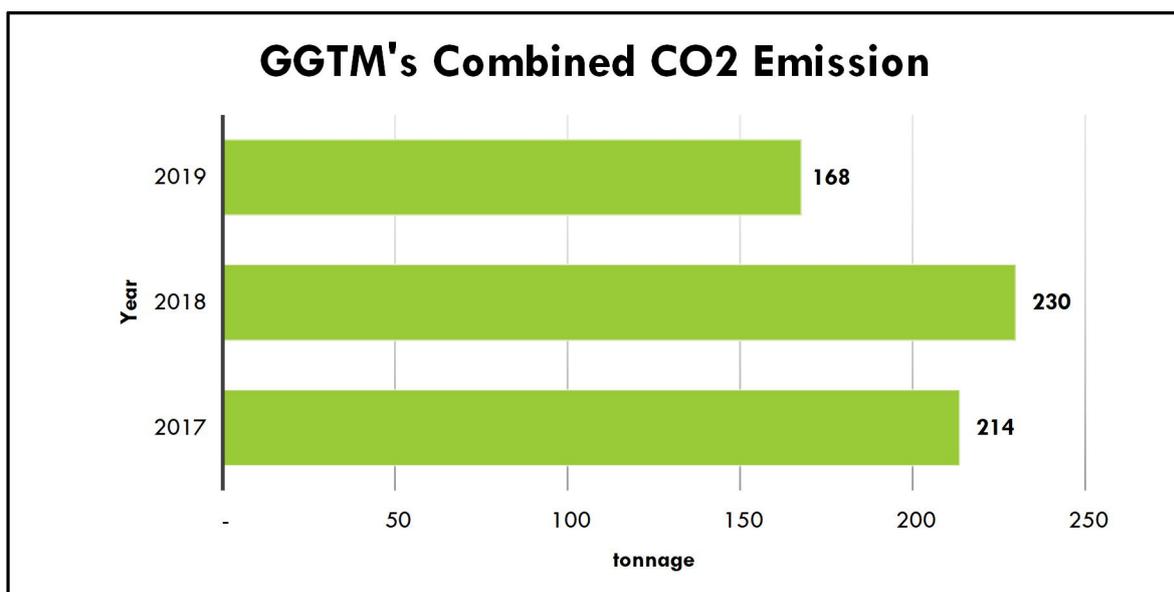
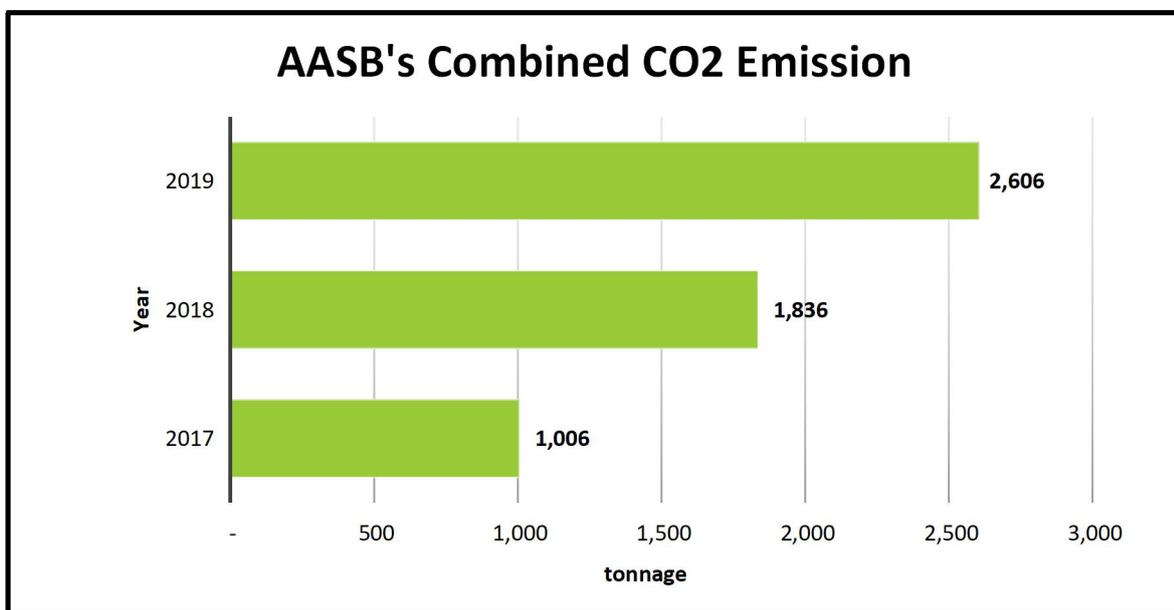


GREENHOUSE GAS EMISSIONS

Our operations require certain energy inputs, which result in a variety of emissions, including greenhouse gas (GHG) emissions. In turn, GHGs are integrally linked to climate change, which is one of the world's most pressing challenges.

The Group is committed to being part of the global solution to this challenge. By effectively managing our energy needs, ARL may contribute to the reduction in GHG emissions across its mining and quarry sites and collectively help achieve global reduction targets for GHG emissions.

At the Lubuk Mandi site, carbon dioxide emissions increased due to higher volumes of production which resulted in the increase in processing plant production hours. On the other hand, at the Bukit Chetai site, carbon dioxide emissions decreased due to lower diesel and electricity usage.



WATER AND EFFLUENTS:

As a mining and quarrying company, ARL recognizes the critical importance of water management to ensure the efficient, safe and sustainable use of water and the protection of water resources and ecosystem around its sites. In order not to adversely impact the environment, the Lubuk Mandi and Bukit Chetai sites recycle water used in operations by way of a closed water system. Effluents from both the gold mining and the granite dimension stone operations are stored within ponds at sites.

Water used for the activities of AASB and GGTM are as follows:

Lubuk Mandi Gold Mine (AASB)	Bukit Chetai Granite Dimension Stone (GGTM)
<ul style="list-style-type: none">• Operations of tailing plant to produce semi processed gold concentrated ore• Hygiene purposes	<ul style="list-style-type: none">• Excavation of granite rocks and production of granite blocks• Slabbing and sizing to granite strip-slabs and to granite tiles• Hygiene purposes

During the reporting period, the Lubuk Mandi site used 25,705 m³ of water (FY2018: 26,794 m³) supplied by Syarikat Air Terengganu Sdn. Bhd. While the Bukit Chetai site relied on capturing, storing and using rainfall runoff only. Using the closed water system, ARL stores the effluents within the mines to minimise water withdrawal, and thus avoid discharging waste water or effluents into the surrounding waterways.

ENVIRONMENTAL TARGETS AND COMPLIANCE

The Group has complied with local environment laws and regulation where it operates. To monitor and control the environmental issues regularly and on a timely basis, ARL has appointed a licensed third-party environmental consultant, Sukikawa Environmental Sdn. Bhd. ("**Sukikawa**") as its consultant. Sukikawa conducted periodic site inspections which reports were duly submitted to various authorities for compliance purposes.

During FY2019, there was no incidents of non-compliance with environmental laws and regulations at either of the Group's operational sites

SUPPLIER ENVIRONMENT ASSESSMENT

ARL's operations team hold weekly meetings with contractors to discuss site issues, including any environmental related issues. Any environmental concerns are communicated directly to the contractors through the site operations manager, and actions are taken after consulting Sukikawa.

Environmental Performance in FY2019	
FY 2019 Target	Performance Updates
Zero discharge of waste water or effluents into the surrounding waterways.	Zero waste water or effluents discharge.

Environmental Target in FY2020	
FY 2020 Target	Action Plan

Zero discharge of waste water or effluents into the surrounding waterways.	Conduct monitoring to ensure zero discharge of waste water.
Reduce fuel and electricity consumption.	Work together with contractors to be efficient in operations.

2. SOCIAL RESPONSIBILITY

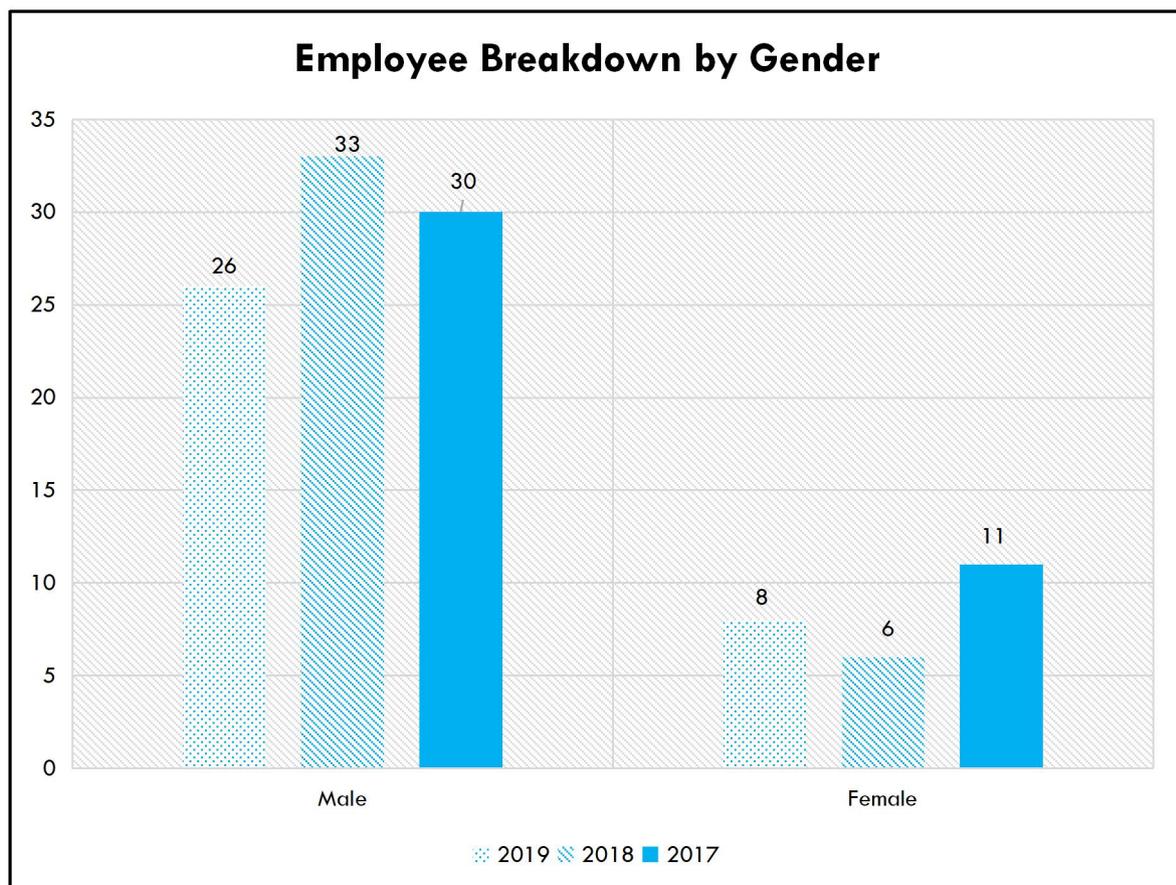
OUR PEOPLE

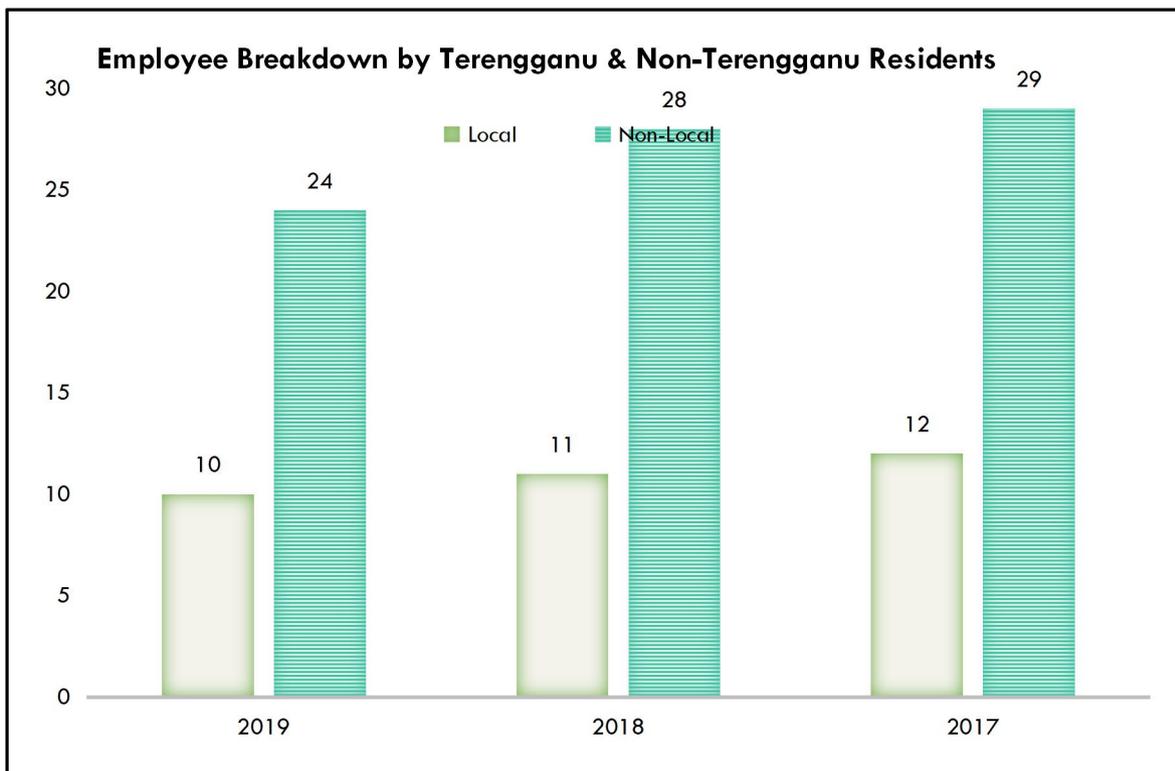
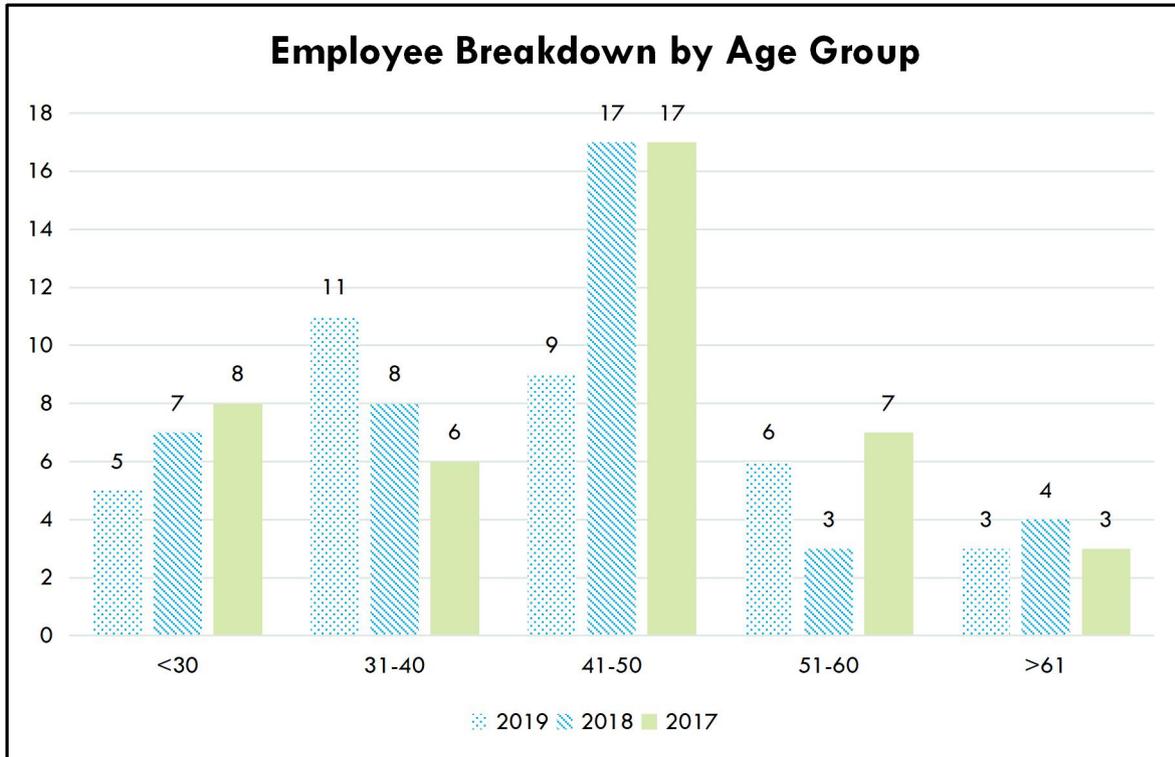
Employment

ARL provides equal employment opportunities without discriminating on the basis of gender, ethnicity, colour, religion, and age. This non-discrimination policy is embedded in ARL's hiring and employment practices such as wages, promotions, rewards and access to training; ARL is fully committed to maintaining a safe and healthy work environment for its staff.

ARL seeks to continuously improve its safety policies and will provide regular safety education and training to ensure staff are well informed and adhering to safety policies and procedures.

The graphs below show the employee profiles by gender, age group and Terengganu residents.





Employee Benefits and Development

ARL aspires to create a work environment where employees are engaged and provided career growth and learning opportunities. The key to building a better business culture is to keep employees engaged. By increasing engagement, the Group can drive worker retention. ARL implements and adheres to best practises regarding employee engagement, including fair remuneration, employee benefits, training and career/job development programs. The Group complies with local labour regulations and its employees are remunerated above minimum wage.

ARL seeks to develop the skills and expertise of its employees on a continuous basis through active employee relations, communication, technology and professional learning. Employees have access to a variety of training options including on-the-job training, short training programs, seminars and team building which help to boost their skills and position them in good stead to take up challenges in the challenging business environments that the Group operates in. Review the skills of our current workforce against future business requirements allow ARL to take steps to train employees in the skills required for advancement. ARL also institute recognition programs such as staff team building albeit on a small group. During the year, ARL employees in Malaysia participated in over 456 hours of training programme.



Besides, ARL also recognises that timely and effective performance evaluation empowers employees to give their best. As such, managers and their team members meet at least once a year to review their performance.

The Group takes responsibility for the well-being of its employees and provides them with adequate healthcare benefits. Our Malaysian employees are entitled to Group personal accident and Group hospitalisation, surgical insurance and medical benefits.

In FY2019, employee turnover rate was 22.67%, which is lower than 40.23% in FY2018.

PROCUREMENT PRACTICES

ARL recognize that one of the primary benefits of our operations is the substantial local business opportunities available for local stakeholders. By maximizing local procurement expenditure, ARL can play an even greater role as a catalyst for social and economic development in our host communities.

ARL is supportive of local businesses and strive to obtain supplies and services from local merchants, contractors and consultants provided that local merchants are able to offer competitive prices and commercial terms; and that the local contractors and consultants are able to provide competent services or consultancy.

The Company is guided by the Group's "Policies and Procedures for Procurement" document to ensure that cost effective, efficient and sustainable procurement is attained.

During FY2019, ARL has, whenever possible, procured from local businesses and in relation to the mines, the percentage of procurement by ARL is 67.61% from Terengganu suppliers and consultants.

OCCUPATIONAL HEALTH AND SAFETY

There are a variety of safety and health hazards and risks associated with mining operations. If not managed effectively, such risks can have significant consequences for our employees, contractors, communities and our business as a whole.

The health and safety of ARL staff is the highest priority within the company. ARL's commitments are based on a belief that all workers should go home safely after every shift; our safety policy is applicable to all our employees and contractors and across all of our operations.

In FY2019, ARL formed an emergency response team by integrating workers from ARL and the Group's contractors. It serves as the team to re-act on emergency situations that occur on-site. This will vastly reduce the injuries or fatalities if any emergency situation occurs. In addition, the emergency response plan is formulated to be applied to different scenarios.

All new workers, visitors and suppliers' and contractor workers are given a safety briefing by either the certified safety officer or safety supervisors before they are allowed into the mining areas and/or the processing plants. Refresher briefings for the employees are also carried out on, at least, an annual basis. Appropriate personal protective equipment ("PPE") are provided to both employees and visitors. Suppliers' workers are required to be equipped with the appropriate PPE. ARL employs safety officers or safety supervisors to maintain safety measures, including putting up safety signage to remind the workers of the safety matters. On an annual basis, ARL reports the Safety and Health status of the mines to the Department of Occupational Safety and Health.

CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT

ARL recognizes the importance of establishing sound relationships with communities. Robust relationships built on a foundation of trust are critical throughout the entire mining cycle, from exploration and development through to operations and closure.

ARL places importance in maintaining good relations with the local communities. where ever possible, ARL will assist the local communities through provision of financial support or in any other matter.

ARL had made donations to an orphanage house “Pertubuhan Kebajikan & Pendidikan Baitul Sakinah” located in Kuala Terengganu. The donation includes chairs and tables, sundry supplies, hygiene products and etc.



Social Performance in FY2019	
FY 2019 Target	Performance Updates
ARL aims to maintain the non-discriminatory practices in recruitment as these practices serve the best interests of the Company.	There are no discriminatory practices in ARL either in gender, age, race or religion.
ARL will continue the current procurement practices.	Complied with current procurement practices.
Maintain the safe and healthy work environment with the various initiatives and to maintain the zero fatality and zero lost time injury records for FY2019.	In FY2019, ARL achieved zero fatality and zero lost time injury record.
Engage with the local communities with such support.	ARL contributed to an orphanage house by donating chairs and tables, hygiene products, sundry supplies etc.

Social Target in FY2020	
FY 2020 Target	Action Plans
No discriminatory practices on the employment.	HR, during interview to practice diversity in gender, age and race and religion.
Zero occupational health and safety incidents	Conduct regular briefing and send staff to outside training to increase awareness regarding workplace health and safety.
Staff continuous professional development	Organise team building, motivational talk and provide trainings to the staff on the latest development, knowledge and skill.

3. GOVERNANCE

BUSINESS ETHICS AND ANTI-CORRUPTION

ARL's Board of Directors mandates a high standard of integrity for all its members and the company. The Directors and Management are devoted to operating ARL's business in line with the highest ethical standards and in compliance with all applicable anti-corruption legal requirements. In line with this commitment, ARL Managing Director has approved a *Malaysian Anti-Corruption Commission (MACC) Policy (No-Gift Policy (inclusive of Anti-Bribery and Corruption))* and a *Whistle-Blowing Policy* to support our commitment to ethical business conduct.

ARL's *Malaysian Anti-Corruption Commission (MACC) Policy* addresses anti-corruption compliance and business integrity issues. This policy applies across our entire organization as well as to any individual or entity authorized to do work on our behalf. All directors, officers, and employees are required to acknowledge that they have read and understand this policy. This value has been communicated during formal and informal communications to all employees.

ARL's *Whistle-blowing policy* outlines framework endorsed by the Audit Committee, where employees of the Company may, in confidence, raise concerns about possible corporate improprieties in matters of financial reporting or other matters by submitting a whistle blowing report to drwilsonstay@gmail.com.

ARL endeavours to ensure that its high standards are not compromised despite its current challenging operating environment. During the year, there were no cases of bribery activities that ARL was aware of at the Head Office, Lubuk Mandi and Bukit Chetai sites. There were no instances of corruption involving any business partners that ARL was aware of and as such, there were no contracts that had to be terminated by ARL and that could not be renewed.

Governance Performance in FY2019	
FY 2019 Target	Performance Updates
ARL aims for zero fraudulent activities for FY2019	Achieved zero fraudulent activities on FY2019

Governance Target in FY2020	
FY 2019 Target	Action Plans

Zero fraudulent activities.	Regular briefing to the staff and official memo to increase awareness.
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GRI CONTENT INDEX – CORE OPTION

GRI Standard	Disclosure Number and Title		Section Reference
GRI 102: General Disclosures 2016	102-1:	Name of the organisation	Corporate Information
	102-2:	Activities, brands, products and services	Corporate Information
	102-3:	Location of headquarters	Corporate Information
	102-4:	Location of operations	Corporate Information
	102-5:	Ownership and legal form	Corporate Information
	102-6:	Markets served	Corporate Information
	102-7:	Scale of the organization	Corporate Information and Our People
	102-8:	Information on employees and other workers	Our People
	102-9:	Supply chain	Procurement Practices
	102-10:	Significant changes to the organisation and its supply chain	Corporate Information
	102-11:	Precautionary principal or approach	Governance
	102-12:	External initiatives	Board Statement
	102-13:	Membership of associations	None
	102-14:	Statement from senior decision maker	Board Statement
	102-16:	Values, principles, standards and norms of behaviour	Board Statement
	102-18:	Governance structure	Governance
	102-40:	List of stakeholder groups	Key Stakeholder Engagement
	102-41:	Collective bargaining agreements	N.A.
	102-42:	Identifying and selecting stakeholders	Key Stakeholder Engagement
	102-43:	Approach to stakeholder engagement	Key Stakeholder Engagement
102-44:	Key topics and concerns raised	Key Material Topics	
102-45:	Entities included in the consolidated financial statements	Corporate Information	
102-46:	Defining report content and topic boundaries	Board Statement	
102-47:	List of material topics	Material Topics and Boundaries	

GRI Standard	Disclosure Number and Title		Section Reference
	102-48:	Restatements of information	No Restatement of Information
	102-49:	Changes in reporting	No Changes in Reporting
	102-50:	Reporting period	1 January 2019 to 31 December 2019
	102-51:	Date of most recent report	30 May 2019
	102-52:	Reporting cycle	Annually
	102-53:	Contact point for questions regarding this report	office@anchorresources.com.sg
	102-54:	Claims of reporting in accordance with the GRI Standards	Board Statement
	102-55:	GRI content index	This section
	102-56:	External assurance	No external assurance
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	Procurement Practices
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	Business Ethics and Anti-corruption
	205-2	Communication and training on anti-corruption policies and procedures	Business Ethics and Anti-corruption
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Anti-corruption
GRI 302: Energy	DMA	Disclosure of Management Approach	Energy – Diesel and Electricity
	302-1:	Energy consumption within the organization	
GRI 303: Water and Effluents	303-2:	Management of water discharge-related impacts	Water and Effluents
GRI 306: Effluents & Waste	306-1	Water discharge by quality and destination	Water and Effluents
GRI 307: Environmental Targets and Compliance	307-1	Non-compliance with environmental laws and regulations	Environmental Targets and Compliance
GRI 308: Supplier Environmental Assessment	308-1	Supplier Environmental Assessment	Supplier Environmental Assessment
GRI 401: Employment	401-1	New Employee hires and employee turnover	Employment
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits and development
GRI 403: Occupational Health and Safety	403-1:	Occupational health and safety management system	Occupational Health & Safety
GRI 404: Training and Education	404-1	Average hours of training per year per employee	Employee benefits and development
	404-2	Programs for upgrading employee skills and transition assistance programs	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Employment
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective action taken	Employment

GRI Standard	Disclosure Number and Title		Section Reference
GRI 413: Local Communities	413-1	Operation with local community engagement, impact assessment, and development programs	Corporate Social Responsibility Management