



# 2020

**ANCHOR  
RESOURCES LIMITED  
SUSTAINABILITY  
REPORT**



**ANCHOR RESOURCES  
LIMITED**

**(Registration No. 201531549N)**

**(Incorporated in the Republic of Singapore)**

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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 financial year ended 31 December 2020 (“**FY2020**”).

This report covers data and information for FY2020 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 Rule 711A, 711B and Practice Note 7F of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist. The data and information provided have not been verified by an independent third party.

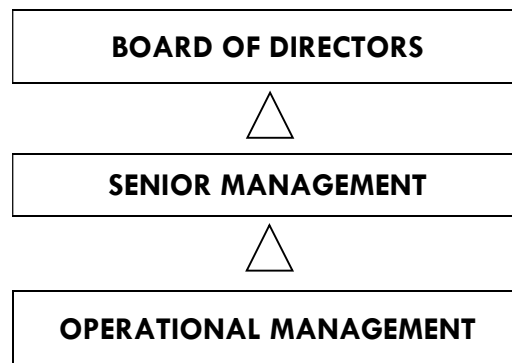
With the full support from the Board, the management establishes the policies and practices to address and manage the material environment, social and governance (“**ESG**”) factors. The Board has considered sustainability issues as part of its strategic formulation, have determined the material ESG factors and overseen the management 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 sustainable operating model, ARL looks forward to sustainable growth for our businesses in the coming years.

However, on 28 December 2020, the Company has disposed of the entire issued and paid up share capital of a wholly-owned subsidiary of the Company, Angka Alamjaya Sdn. Bhd. (“**AASB**”) which operate in gold mining segment, pursuant to the approval of the shareholders of the Company having been obtained at the extraordinary general meeting of the Company. AASB and its wholly-owned subsidiary, Angka Mining Sdn. Bhd., has therefore ceased to be subsidiaries of the Company.

# 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 to be important that the Company actively engage all stakeholders and to receive feedback of the impacts or potential impacts of the Company's actions.

Having assessed the stakeholders in terms of their impacts on the Company as well as the impact or potential impacts upon the stakeholders by the actions of the Company, ARL identified the key stakeholders, the methods of engagement and addressed their concerns as tabulated below.

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"> <li>• Third party consultants</li> <li>• Meetings when necessary</li> <li>• Correspondences</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental impacts</li> <li>• Regulatory Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental responsibility</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>• General Meeting, using electronic means</li> <li>• Annual Reports, using electronic means</li> <li>• Company's Announcements</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Performance</li> <li>• Economic performance</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Report 2020</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Meetings, hybrid of physical and online meetings</li> <li>• Health and Safety Activities</li> <li>• Correspondence</li> </ul>	<ul style="list-style-type: none"> <li>• Workplace health &amp; safety</li> <li>• Employee diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Our people</li> <li>• Occupational Health &amp; Safety</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility ("CSR") Activities</li> </ul>	<ul style="list-style-type: none"> <li>• Employment</li> <li>• Financial support</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate Social Responsibility Management</li> </ul>
Suppliers & Contractors	<ul style="list-style-type: none"> <li>• Meetings using online on periodic basis</li> <li>• Correspondence</li> </ul>	<ul style="list-style-type: none"> <li>• Local &amp; oversea procurement with quotation requests</li> <li>• Workplace health &amp; safety</li> </ul>	<ul style="list-style-type: none"> <li>• Procurement practices</li> <li>• Occupational Health &amp; Safety</li> </ul>

# MATERIAL TOPICS AND BOUNDARIES

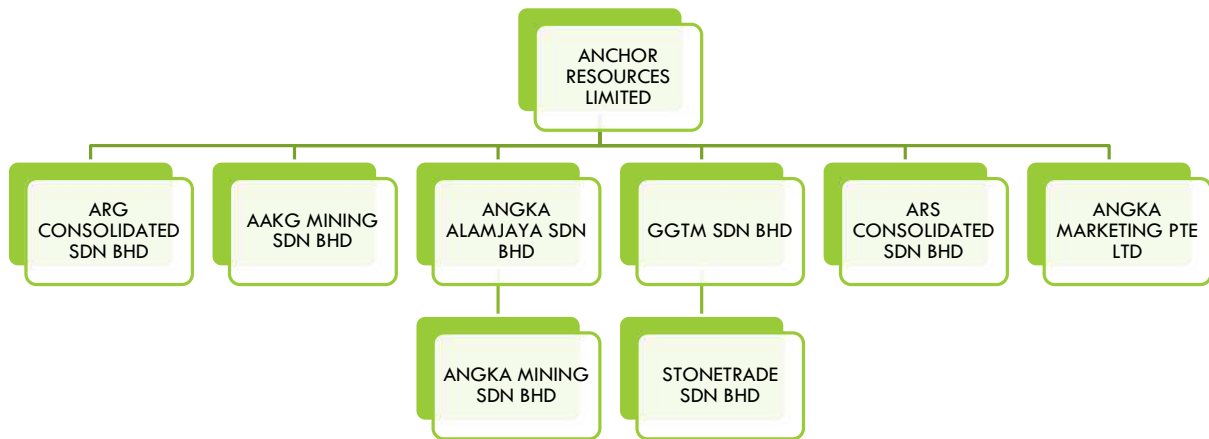
ARL, in the study and identification of the material topics, is guided by the GRI Reporting framework and reflects the Group’s commitments. The interests of the stakeholders were considered along with the overall operations of the Company. ARL determined the materiality of its sustainability topics solely 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:

<b>Material Topics</b>	<b>Boundaries (Country or Entity)</b>
<b>ENVIRONMENTAL</b>	
GRI 302: Energy	Malaysian Entities
GRI 303: Water	
GRI 306: Effluents & Waste	
GRI 307: Environmental Targets and Compliance	
GRI 308: Supplier Environment Assessment	
<b>SOCIAL</b>	
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	
<b>GOVERNANCE</b>	
GRI 204: Procurement Practices	Malaysian Entities
GRI 205: Anti-corruption	Group-wide

## ARL'S GROUP STRUCTURE

The below group structure is prior to disposal of AASB group which was completed on 28 December 2020.



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**”).

Angka Alamjaya Sdn. Bhd. (“**AASB**”) & Angka Mining Sdn. Bhd. (“**AMSB**”) were disposed on 28 December 2020.

[UOBKH: company to advise on the status of the striking off of Angka Marketing as at 28 Dec 2020. Consider to add a note should it is in the process of struck off]

# Key Material Topics

## 1. ENVIRONMENTAL RESPONSIBILITY

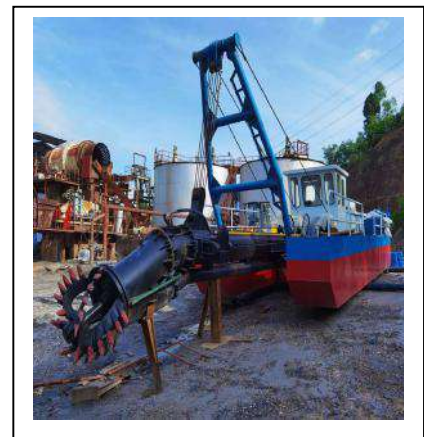
Our operations are subject to extensive laws and regulations governing environmental protection. All of our operations require a variety of permits and licenses approvals from the government agencies. Key laws and regulations are related to air emissions, noise level, river water quality, waste management 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 assessment and environmental management plan for both Lubuk Mandi Gold Mine and Bukit Chetai Granite Dimension Stone.

We continued 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 [UOBKH: PLEASE RELOOK INTO THE DRAFTING IN THIS SECTION. IN VARIOUS ANNOUNCEMENTS IN 2020, MINING ACTIVITIES ARE MINIMAL. DISCLOSURES SHOULD PROVIDE RELEVANT AND UPDATED INFORMATION TO SHAREHOLDER]

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



In AASB gold mining, the diesel and electricity has been used for the activities as below, [UOBKH: did all the activities below happened in 2020? Thought there's no activities at the underground mine]

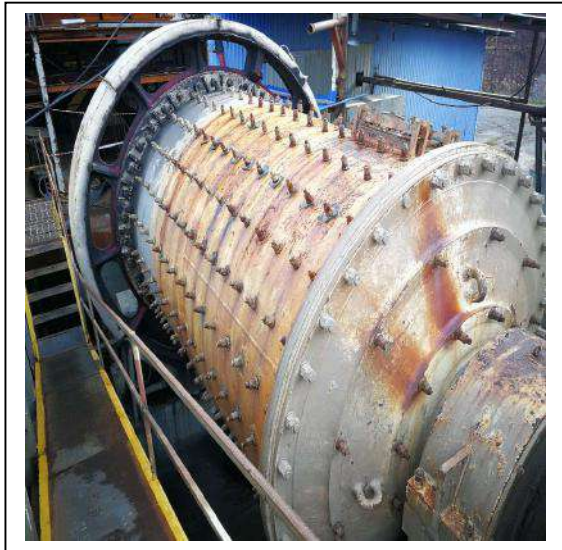
- *Earthmoving activities to excavate and transport tailing materials to tailings processing plant.*
- *Tailings processing plant operation to produce semi processed gold concentrate ore from tailing materials.*
- *Mine road maintenance and improvement for the safety of vehicles travelling in the mine.*

At Lubuk Mandi Gold Mine, tailings retreatment plant uses power supply from Tenaga Nasional Berhad to produce semi processed gold concentrate ore, which greatly reduce the carbon dioxide emission at the site. The usage of electricity in the gold mine decreased 9.9% in FY2020 compared to FY2019, mainly due to Movement Control Order (MCO) imposed by the Government of Malaysia during FY2020.

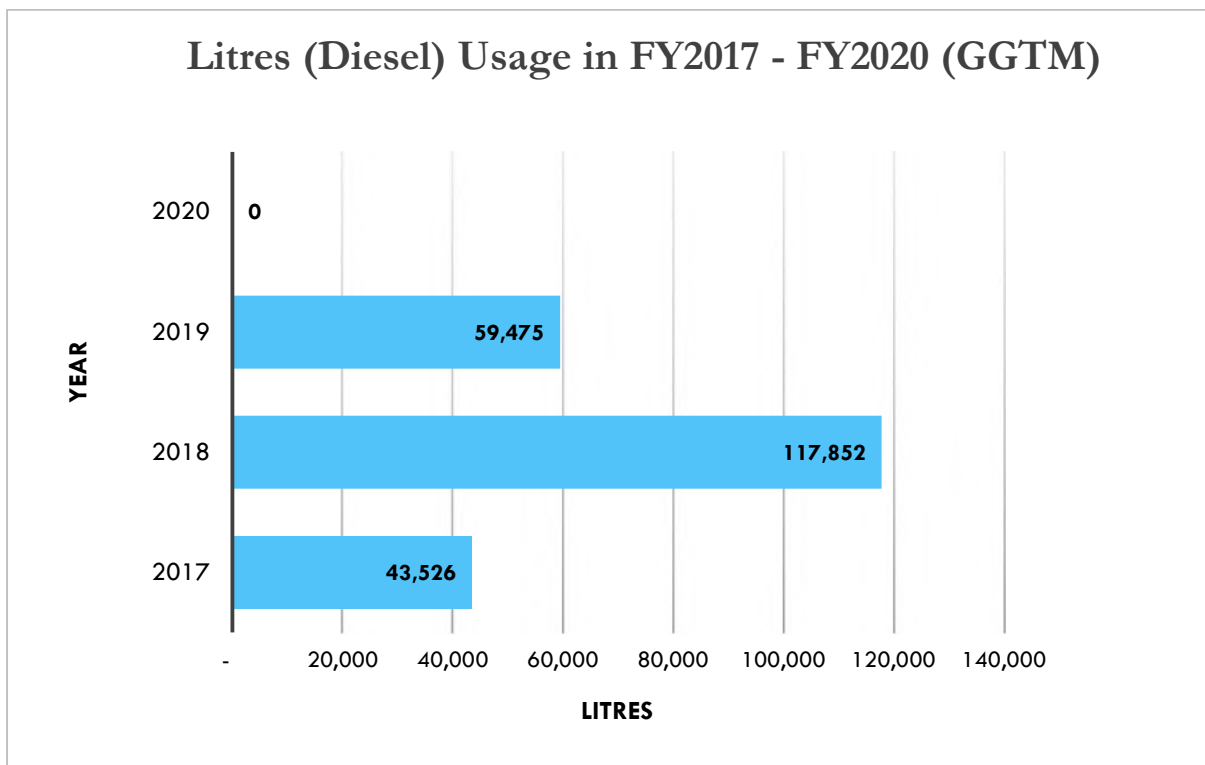
While in GGTM's granite dimension stone operation, the energy usage was very minimal as there was no production during the year.

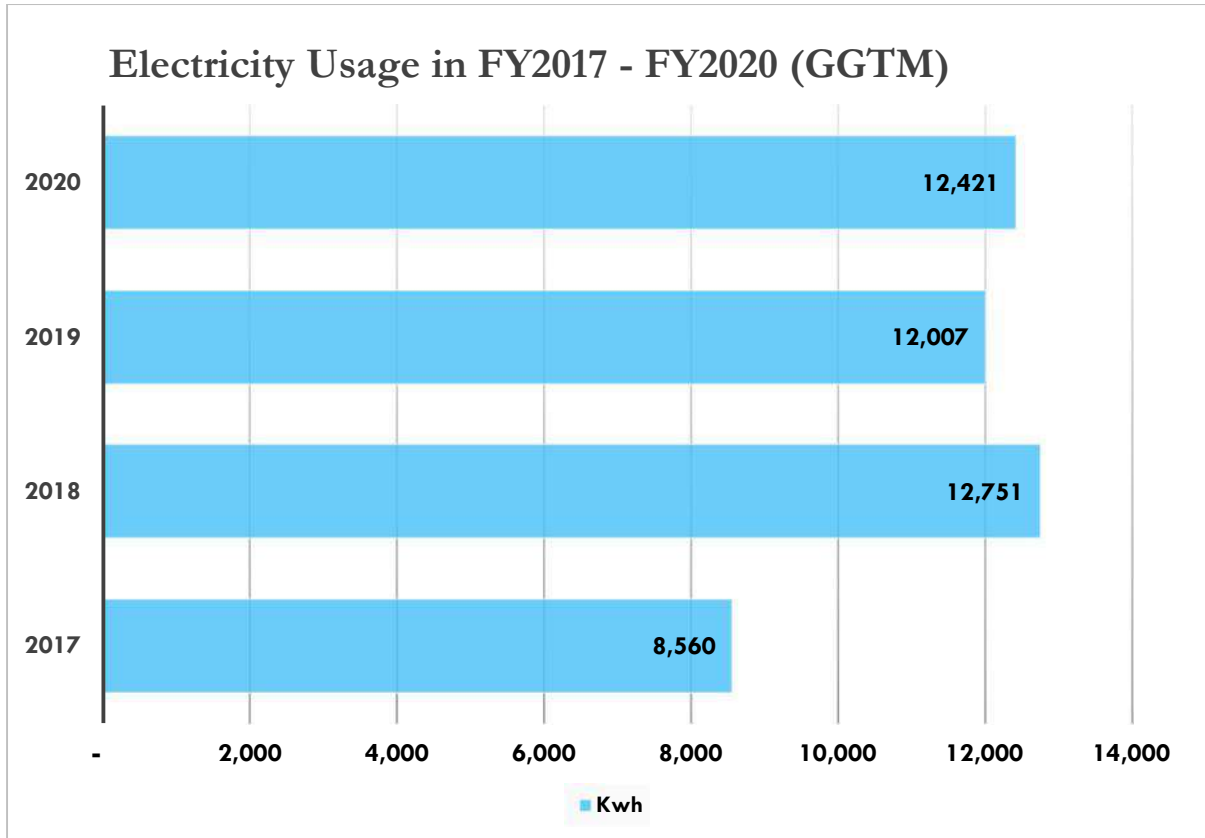


At Bukit Chetai Granite Dimension Stone, there was no diesel usage in FY2020 as there was no operation due to the workers of China's contractor were not able to return to Malaysia as a result of the Covid-19 travel restrictions.

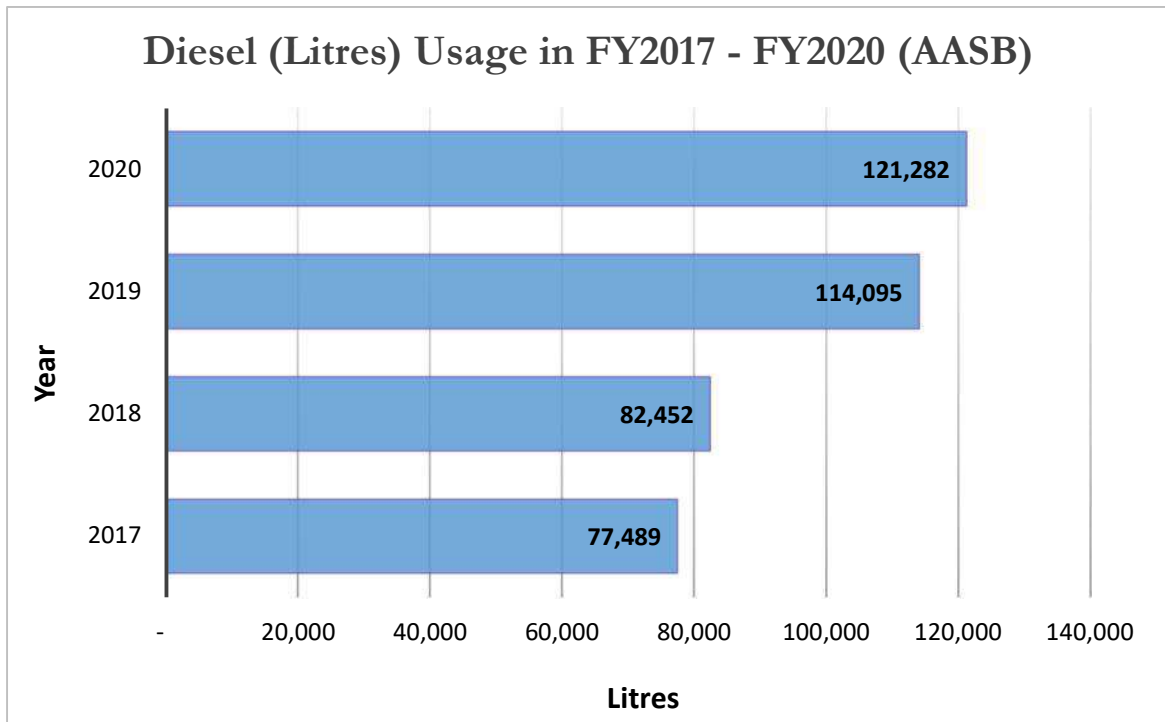


Overall, the group usage of electricity and diesel recorded for the reporting period are 2,998,371 kwh and 121,282 litres respectively. The decrease in the energy consumption in FY2020 was due to MCO implementation during FY2020. [UOBKH: why GGTM electricity increase in 2020? Understand that there's no operation for GGTM as workers not able to travel]



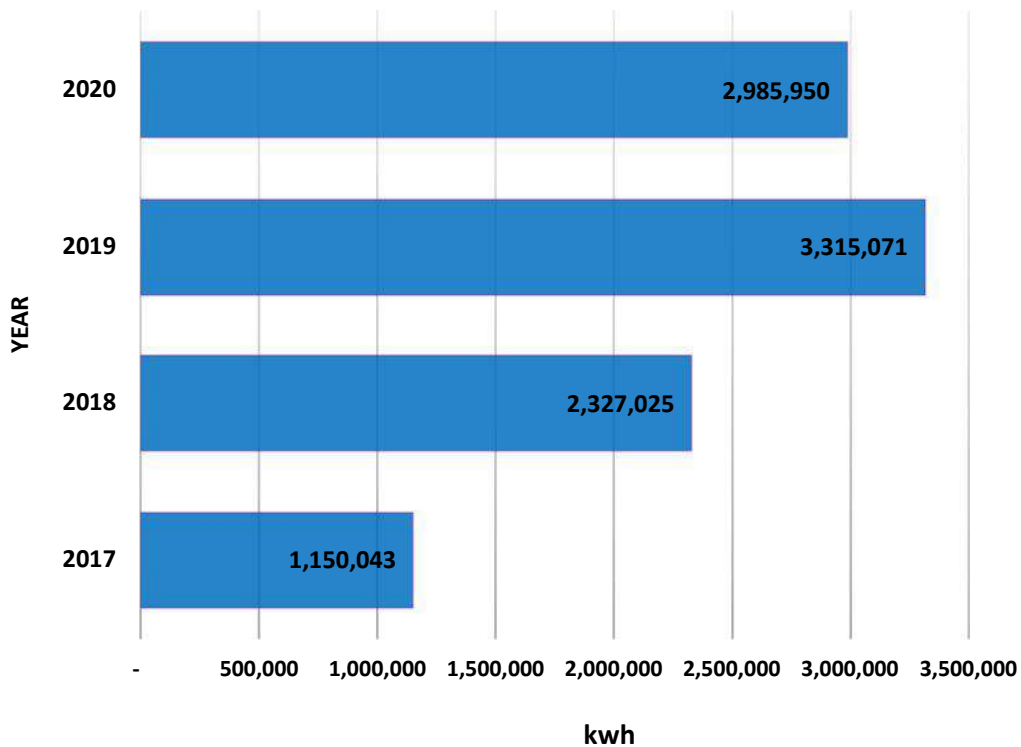


[UOBKH: to include metrics – kilowatt? Kwh?]



[UOBKH: why diesel increase for AASB since operations are affected by MCO?] Diesel increase due to waste dam bund construction

## Electricity Usage in FY2017 - FY2020 (AASB)

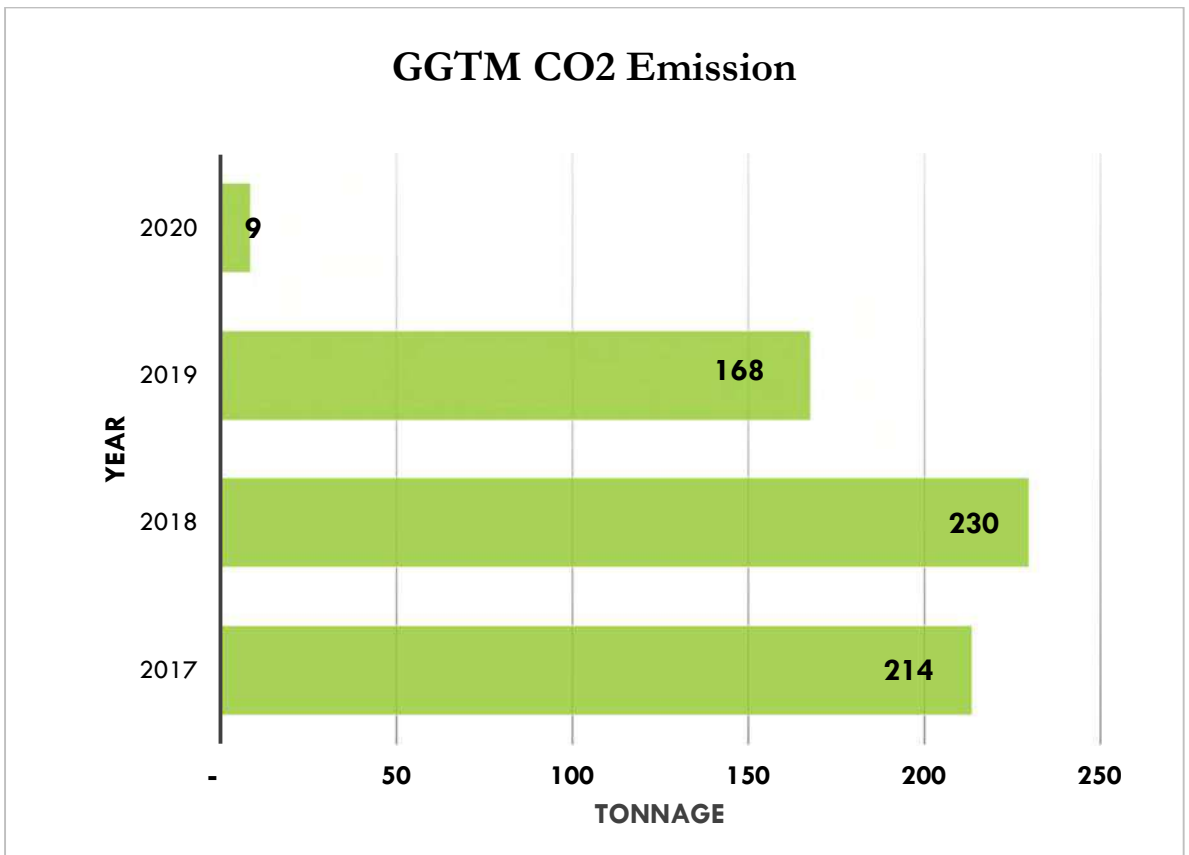
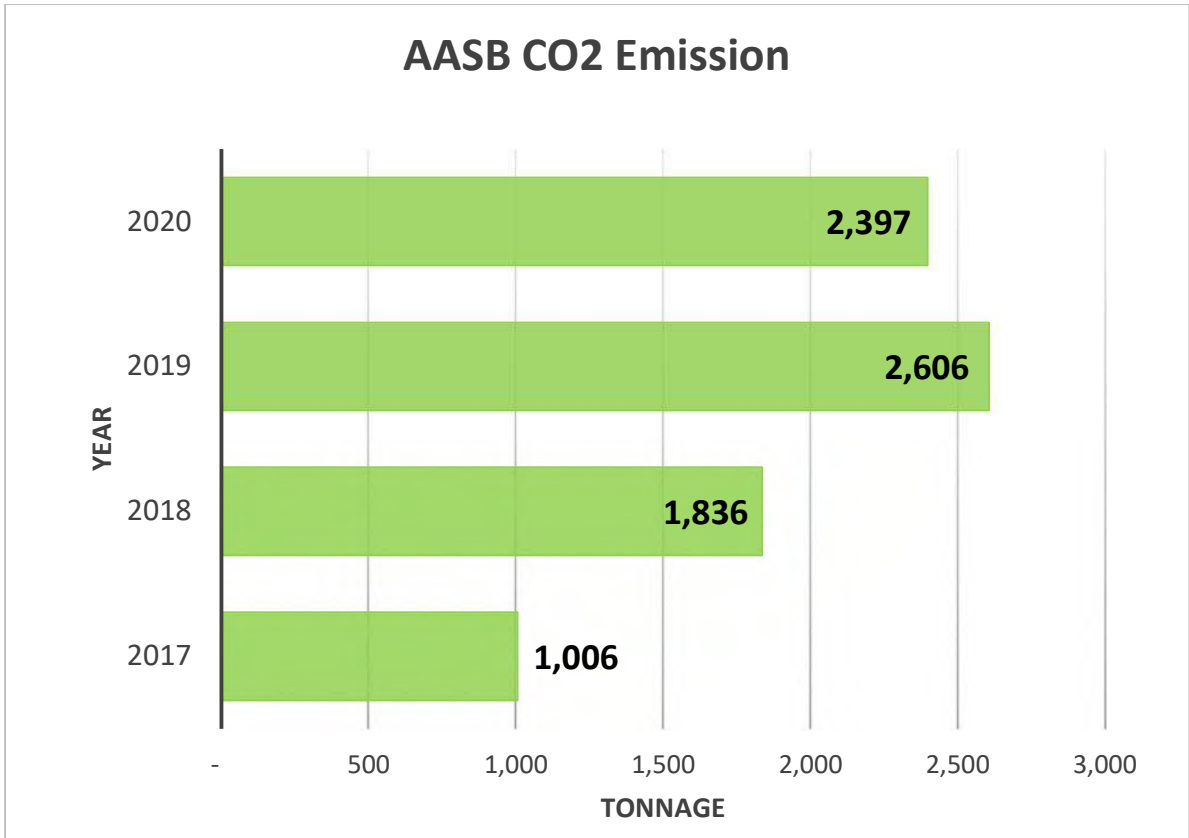


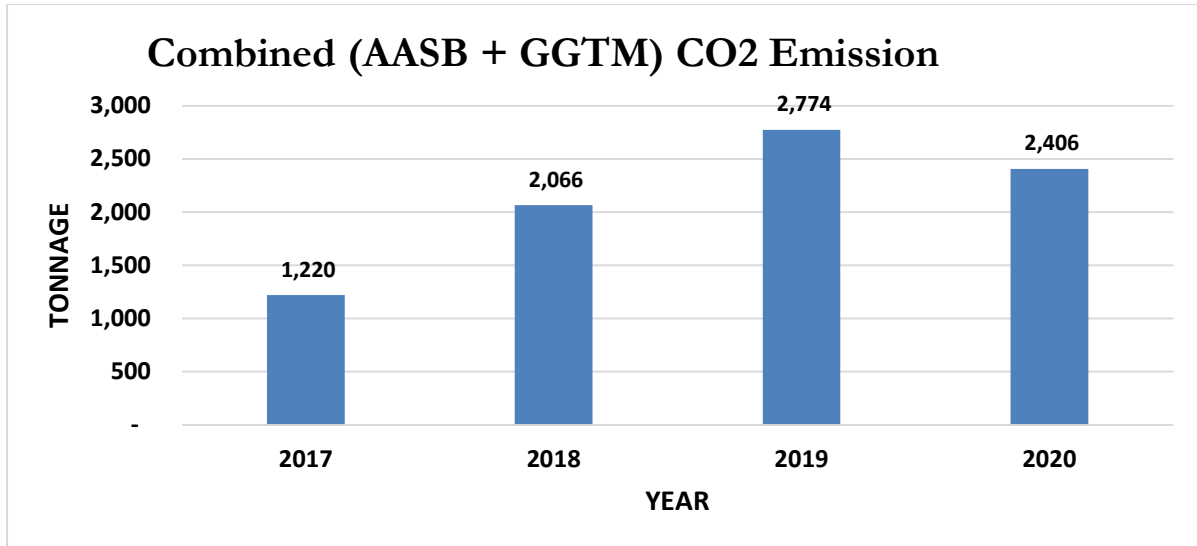
### **Greenhouse Gas Emissions**

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.

We commit to being part of the global solution to this challenge. By effectively managing our energy needs, we may contribute to the reduction in GHG emissions across the mining sector and collectively help achieve global reduction targets.

The carbon dioxide emission in Lubuk Mandi Gold Mine and Bukit Chetai Granite Mine decreased due to less operation activities in gold mine and no production for granite mine as a result of the MCO and travel restriction implemented by the Government of Malaysia.





### WATER & EFFLUENTS:

As a mining and quarrying company, ARL recognize 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 gold and granite dimension stone operations of ARL recycle the water that the operations utilise in closed water system. Effluents from both the gold mining and the granite dimension stone operations are stored within the 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"> <li>• Operations of tailing plant to produce semi processed gold concentrated ore</li> <li>• Hygiene purposes</li> </ul>	<ul style="list-style-type: none"> <li>• Excavation of granite rocks and production of granite blocks</li> <li>• Slabbing and sizing to granite strip-slabs and to granite tiles</li> <li>• Hygiene purposes</li> </ul>

During the reporting period, AASB used 23,772 m<sup>3</sup> of water (FY2019: 25,705 m<sup>3</sup>) supplied by Syarikat Air Terengganu Sdn. Bhd. while GGTM captures and utilises rainfall runoff only. AASB utilised closed water systems and stored the effluents within the mines to minimise water withdrawal and to avoid discharging waste water or effluents into the surrounding waterways.

### ENVIRONMENTAL TARGETS AND COMPLIANCE

ARL Group have complies with local environment laws and regulation where we operate. To monitor and control the environmental issues regularly and timely basis, ARL has appointed a licensed third-party environmental consultant, Sukikawa Environmental Sdn. Bhd. (“**Sukikawa**”) as our consultant. Sukikawa prepared periodic site inspection report which is required for compliance purpose.

During FY2020, there was no incident of non-compliance with environmental laws and regulations. ARL's has implemented Environmental Quality Management "EQM" that is consistent with local requirement.

#### SUPPLIER ENVIRONMENT ASSESSMENT

ARL's operations have a weekly meeting with contractors via electronic means to discuss site issues, including the environmental issue. Any environmental concerns are communicated directly to the contractors through site operation manager and actions are taken after consulting Sukikawa.

Environmental Performance in FY2020	
FY 2020 Target	Performance Updates
Zero discharge of waste water or effluents into the surrounding waterways.	Zero waste water or effluents discharge.
Reduce Fuel and electricity consumption.	Mainly due to less operation activities in gold mine and no production for granite mine as a result of the MCO and travel restriction implemented by the Government of Malaysia.

Environmental Target in FY2021	
FY 2021 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 ensure the fuel is used efficiently.

## 2. SOCIAL RESPONSIBILITY

### OUR PEOPLE

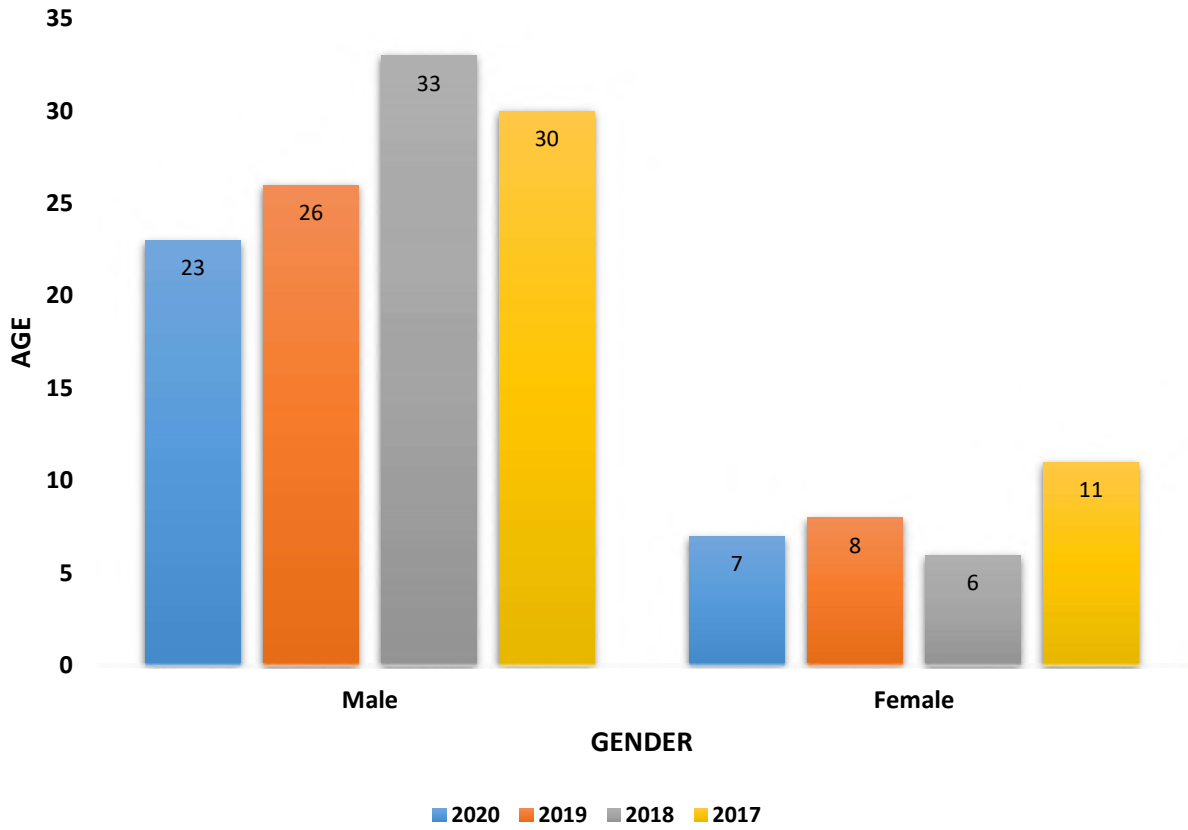
#### **Employment**

ARL provides equal employment opportunities without discriminating gender, ethnicity, colour, religion, age and nationality. This includes hiring and employment practices such as wages, promotions, rewards and access to training. We are fully committed to maintaining a safe and healthy work environment for our staff.

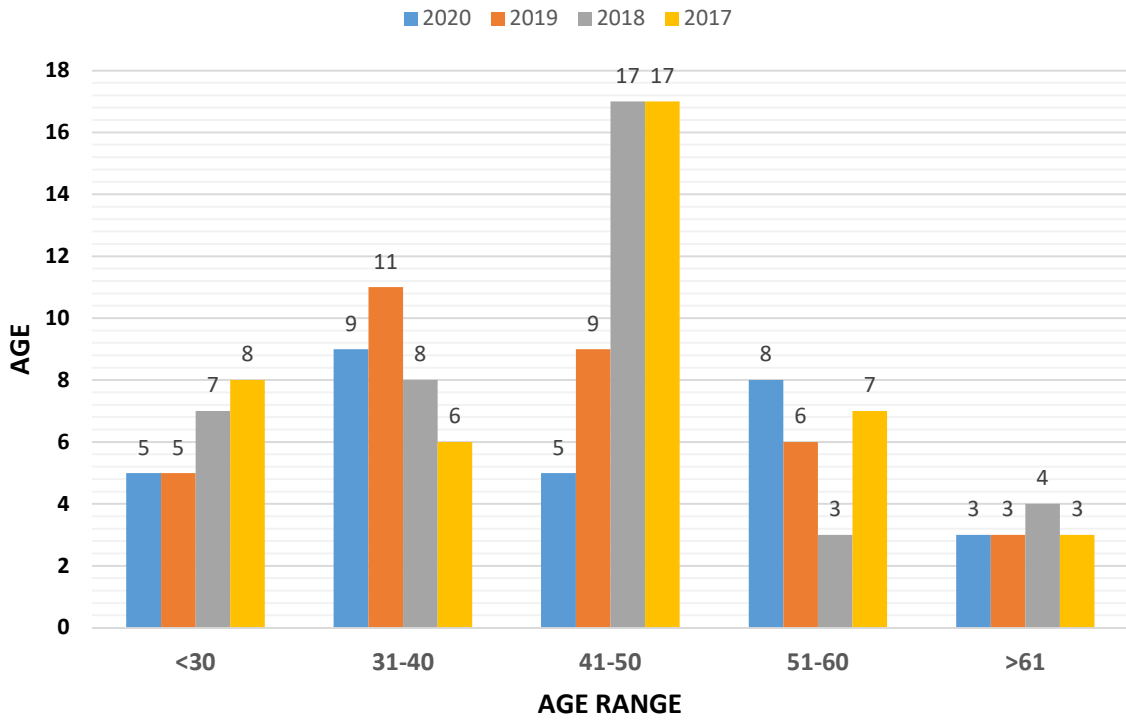
We seek to continuously improve our safety policies and procedures as well as the implementation of our safety measures and we will provide regular safety education and training to achieve it.

Below graphs are showing the employee profiles by gender, age group and Terengganu residents.

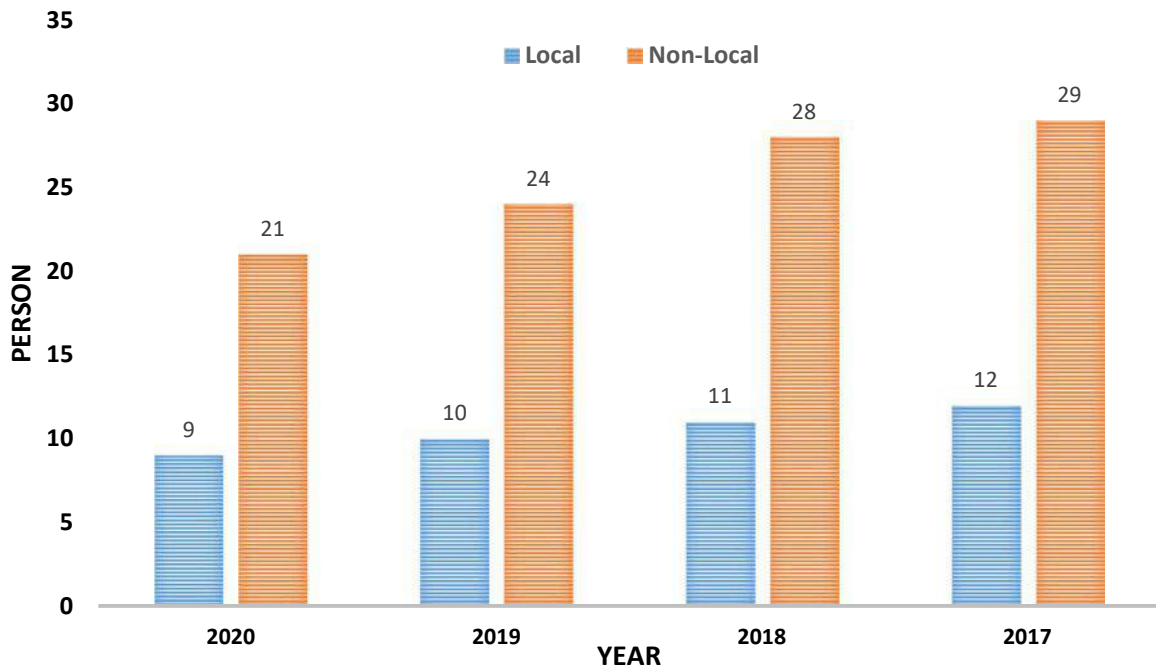
## Employee Breakdown by Gender



### Employee Breakdown by Age Group



### Employee Breakdown by Terengganu & Non-Terengganu Residents





## **COVID-19**

The Covid-19 pandemic has impacted on the whole world economy, including Malaysia. The Covid-19 was first detected in Malaysia in January 2020 and since then has changed the mining industry in Malaysia and continues to have an impact on ARL's operations. ARL responded swiftly and implemented the COVID-19 Standard Operating Procedures ("SOP") as recommended by the Ministry of Health and Ministry of International Trade and Industry, Malaysia. Through the end of December 2020, we are pleased to inform that we recorded zero case at our Kuala Lumpur headquarter, Lubuk Mandi Gold Mine and Bukit Chetai Granite Mine.

COVID-19 has also changed the way we engage with stakeholders, limiting ourselves to meet in person and in large groups. However, we have managed to maintain strong relationships and conducted few meetings with vendors by electronic means. The meetings were conducted effectively and efficiently, with less costs like travelling expenses.

All the Board of Directors' meetings, Annual General Meeting and Extraordinary General Meetings were conducted by electronic means. The safety and health of the directors are paramount important for the ARL's Board and committees to function smoothly.

Besides, our office also provided staff the necessary equipment's and implemented working from home practice during the year to reduce the chances of exposure to Covid-19.

These precautions actions and planning can make a big difference and our employee's safety and health are our utmost priority.

## **EMPLOYEE BENEFITS AND DEVELOPMENT**

ARL aspire to create a work environment where employees are engaged and providing employees growth and learning opportunities. The key to building a better business culture is to keeping employees engaged. By increasing engagement, we can drive worker retention. We implement and adhere to best practises regarding employee engagement, including fair remuneration, employee benefits, training and development programs. We comply with local labour regulations and our employees are remunerated above minimum wage.

The impact of COVID-19 has been, by and large, affecting every individual, team, function, business, industry and country. ARL encouraged its employees to explore online learnings to upskill themselves with those useful platforms to learn some new skills via online training / eLearning platforms which help to boost their skills and position them in good stead to take up challenges in the challenging business environment we operate in. Reviewing the skills of our current workforce against future business requirements allow ARL to take steps to train employees in the skills required for advancement.

In addition, ARL recognises that timely and effective performance evaluation empowers employees to give their best. As such, manager & their team members meet at least once a year to review their performance.

We take responsibility for the well-being of our employees and provide them with adequate healthcare benefits. Our Malaysian employees are entitled to Group's personal accident and Group hospitalisation, surgical insurance and medical benefits.

In FY2020, our employee turnover rate was 12.60%, which is lower than 22.67% in FY2019.



## 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, we 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 FY2020, ARL has, whenever possible, procured from local businesses and in relation to the mines, the percentage of procurement by ARL is 55.74% 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 our people is the highest priority at all our operations and across our entire company. Our 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.

All new workers, visitors and suppliers' 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 our employees and our 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.

In addition, in compliant with strict Covid-19 guidelines, these procedures also implemented during the year,

- 1) Procedure before / after enter workplace or premises
  - a) Employees /visitor having a temperature more than 37.5 °C or possess symptoms of COVID-19 are not allow to enter the workplace.
  - b) Before entering the workplace, all employee or visitors have to check the temperature.
  - c) Record the temperature in the record book at the office main door.
  - d) Utilise hand sanitizer and ensure the wearing of face mask before entering the workplace.
- 2) Ensure all employee /visitor/vendor wear face mask when entering the workplace.
- 3) Using Hand sanitizer before enter to the work place.
- 4) Make sure there is a social distance at least one meter apart.
- 5) When employees have symptom of Covid-19 :
  - a) Immediate action on complaints if any employee is detected to have COVID-19 symptoms (fever, cough, shortness of breath, sore throat, headache). [UOBKH: don't quite understand this point, what kind of immediate action taken?]
  - b) Inform the employer immediately and contact the health coordinator or a nearby health officer directly.
  - c) Isolate workers with COVID-19 symptoms to a special place and then referred to the hospital for further examination.
  - d) Employees who have direct contact with employees with COVID-19 must also be screened and monitored and will be notified to the Ministry Of Health for any further instructions.
  - e) Carry out disinfection work in workplaces and places identified as having contact with employees with COVID-19 symptoms with health agencies.

In FY2020, AASB conducted emergency respond plan training for AASB’s staff and contractor. The training comprise emergency respond plan for fire drill, testing/drill for injury, chemical spillage, evacuation, and diesel explosion. The purpose of the training is to ensure all the workers at the site able to handle sudden or unexpected situation during emergency, and prevent fatalities and injuries. ARL achieved zero fatality and zero loss time injury during FY2020.

CORPORATE SOCIAL RESPONSIBILITY MANAGEMENT

We recognize the importance of establishing sound relationships with our 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. Whenever possible, ARL will assist the local communities through provision of financial supports or in any other matter.

ARL has planned to donate some face masks to ARL’s adopted school located in Kuala Terengganu. However, this donation drive has yet to be materialised due to the school remain closed during MCO period. We will arrange the donation of face masks once the school is allowed to be re- opened.

<b>Social Performance in FY2020</b>	
<b>FY 2020 Target</b>	<b>Performance Updates</b>
No discriminatory practices on the employment.	There are no discriminatory practices in gender, age, race and religion.
Zero occupational health and safety incidents	Zero occupational health and safety incidents.
Staff continuous professional development	Organised team building, motivational talk and provide trainings to the staff on the latest development, knowledge and skill.

<b>Social Target in FY2021</b>	
<b>FY 2021 Target</b>	<b>Action Plans</b>
ARL will continue the current procurement practices.	Continue to support local suppliers / vendors
ARL will maintain the zero Fatality and zero Lost Time Injury records for FY2021	Conduct site safety matters discussion in site operation meeting.
ARL aims to continue to engage with the local communities.	Organise contribution to local communities.

**3. GOVERNANCE**

## BUSINESS ETHICS AND ANTI-CORRUPTION

Our Board of Directors mandates a high standard of integrity for all its members and the company. We are devoted to operate our business in line with the highest ethical standards and in compliance with all applicable anti-corruption legal requirements. In line with this commitment, our 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.

Our *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.

Our *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 gm\_mcintyre@outlook.com.

From June 2020, ARL's staff are made compulsory to submit staff's declaration of gift form on a quarterly basis. All the gift, entertainment and corporate hospitality were declared and none of the staff has received the gift, entertainment and corporate hospitality exceeded RM500 which is stated in *the policy*. 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 at Head Office, Lubuk Mandi and Bukit Chetai. 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 FY2020	
FY 2020 Target	Performance Updates
Zero fraudulent activities	Zero fraudulent activities reported during the year.

Governance Target in FY2021	
FY 2021 Target	Action Plans
ARL aims for zero fraudulent activities for FY2021	Achieved zero fraudulent activities on FY2021

## GRI CONTENT INDEX – CORE OPTION

GRI Standard	Disclosure Number and Title	Section Reference	
GRI 102: General Disclosures 2016	102-1:	Name of the organisation	Note 1 to the Financial Statements
	102-2:	Activities, brands, products and services	Financial Review, Operations Review, Group Structure
	102-3:	Location of headquarters	Note 1 to the Financial Statements
	102-4:	Location of operations	Note 1 to the Financial Statements

GRI Standard	Disclosure Number and Title	Section Reference
	102-5: Ownership and legal form	Note 1 to the Financial Statements
	102-6: Markets served	Note 32 to the Financial Statements
	102-7: Scale of the organization	Financial Review, Operations Review 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	Milestone Achieved
	102-11: Precautionary principal or approach	Corporate Governance Report
	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 of Directors, Corporate Governance Report and Board Statement
	102-18: Governance structure	Corporate Governance Report
	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	Note 1 to the Financial Statements
	102-46: Defining report content and topic boundaries	Board Statement
	102-47: List of material topics	Material Topics
	102-48: Restatements of information	No Restatement of Information [UOBKH: restatement in financials?]
	102-49: Changes in reporting	No Changes in Reporting
	102-50: Reporting period	1 January 2020 to 31 December 2020
	102-51: Date of most recent report	15 May 2020
	102-52: Reporting cycle	Annually
	102-53: Contact point for questions regarding this report	<a href="mailto:office@anchorresources.com.sg">office@anchorresources.com.sg</a>
	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
	204-1: Proportion Of Spending on Local Suppliers	Procurement Practices
	205-2: Communication and Training about Anti-Corruption Policies and Procedures	Governance

GRI Standard	Disclosure Number and Title		Section Reference
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	Effluents & Waste
GRI 307: Environmental Targets and Compliance	307-1	Non-compliance with environmental laws and regulations	Environmental Compliance
GRI 308: Supplier Environment 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	
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	Training and Education
	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	Diversity and Equal Opportunity
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective action taken	Non-Discrimination
GRI 413: Local Communities	413-1	Operation with local community engagement, impact assessment, and development programs	Local Communities