

**NauticAWT Limited
Sustainability Report
2019**

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This sustainability report has been prepared by NauticAWT 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 Catalist.

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 Singapore 229957, telephone (65) 6590 6881.

1. Board Statement

The Board of Directors (the “Board”) of NauticAWT Limited (the “Company” and together with our subsidiaries the “Group”) reaffirm our commitment to sustainability with the publication of our sustainability report (“Report”). For this Report, we provide insights into the way we do business, while highlighting our environmental, social, governance (“ESG”) factors and economic performance.

Whilst mindful of our profit-oriented objective, we are committed to strike a balance between growth, profit, governance, environment, the development of our people and well-being of our communities to secure the long term future of our Group. In line with our commitment, the Board having considered sustainability issues as part of its strategic formulation, determined the material ESG factors and overseen the management and monitoring of the material ESG factors.

A sustainability policy (“SR Policy”) covering our sustainability strategies, reporting structure, materiality assessment and processes in identifying and monitoring material ESG factors has been established and serves as a point of reference in the conduct of our sustainability reporting. Under this SR Policy, we will continue to monitor, review and update our material ESG factors from time to time, taking into account the feedback that we receive from our engagement with our stakeholders, organisational and external developments.

2. Reporting Framework

This Report has been prepared in accordance with the GRI Standards: Core option and published in pursuant to 711(A) and 711(B) of the Listing Manual Section B: Rules of Catalist of the Singapore Exchange Securities Trading Limited (“SGX-ST”). We have chosen to report using GRI Standards: Core option as it is an internationally recognised reporting framework.

As part of our continual efforts to align our sustainability reporting with relevant market standards, we have mapped our sustainability efforts to the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015 (“UN Sustainability Agenda”). The UN Sustainability Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (“SDGs”), which form an urgent call for action by all countries - developed and developing - in a global partnership. We have incorporated the SDGs, where appropriate, as a supporting framework to shape and guide our sustainability strategy.

3. Reporting Period and Scope

This Report is applicable for our financial year from 1 January to 31 December 2019 (“FY2019” or “reporting period”). A sustainability report will be published annually in accordance with our SR Policy.

This Report focuses on our renewables segment¹, which will be the focus of our Group going forward. This business segment contributed approximately 47% (FY2018: 35%) of the Group’s total revenue for FY2019. We plan to widen the coverage of our sustainability reporting in the future.

4. Feedback

We welcome feedback from all stakeholders on this Report. You may send related questions, comments, suggestions or feedback to our investor relations email account: info@nautec.com

¹ Relates to provision of Ultra High Performance Concrete and Composites (“UHPC”) materials for the installation of onshore and offshore wind turbines.

5. Stakeholder Engagement

Our efforts on sustainability are focused on creating sustainable value for our key stakeholders, which comprise communities, customers, employees, regulators and shareholder. Key stakeholders are determined for each material factor identified, based on the extent of which they can affect or are affected by our operations.

We actively engage our key stakeholders through the following channels:

S/N	Key stakeholder	Engagement channel	Frequency of engagement	Key concern raised
1	Community	Sustainability report detailing our efforts on environmental preservation	Annually	Environmental preservation
2	Customer	<ul style="list-style-type: none"> ▪ Face-to-face meetings ▪ Phone calls ▪ Site visits and meetings ▪ Emails ▪ Teleconferences 	Daily	<ul style="list-style-type: none"> ▪ Product quality ▪ Customer service
3	Employee	Staff assessments	Annually	<ul style="list-style-type: none"> ▪ Equal employment opportunity ▪ Job security ▪ Remuneration
		<ul style="list-style-type: none"> ▪ Emails ▪ Staff meetings 	Daily	
4	Regulator	Consultations and briefings organised by key regulatory bodies	As and when required	Corporate governance
5	Shareholder	<ul style="list-style-type: none"> ▪ Annual report ▪ Annual general Meeting 	Annually	<ul style="list-style-type: none"> ▪ Sustainable business performance ▪ Market valuation ▪ Corporate governance
		Group result announcements	Half-yearly	

Through the above channels, we seek to understand the views of our key stakeholders, communicate effectively with them and respond to their concerns.

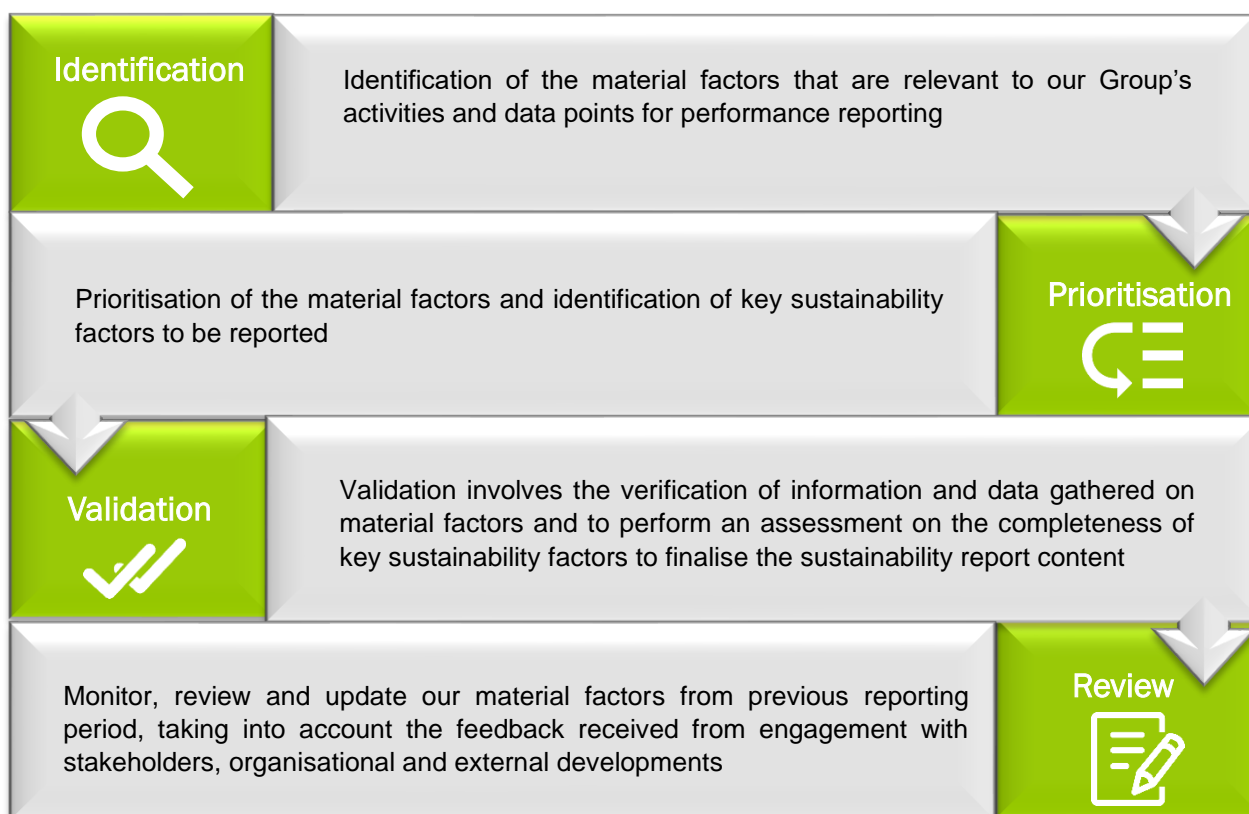
6. Policy, Practice and Performance Reporting

6.1 Reporting Structure

Our sustainability strategy is developed and directed by the senior management in consultation with the Board. Our senior management executives, led by our Chief Executive Officer, are tasked to develop the sustainability strategy, review our material impacts, consider stakeholder priorities and set goals and targets, as well as collect, verify, monitor and report performance data for this Report.

6.2 Sustainability Reporting Processes

Under our SR policy, the sustainability process begins with the identification of relevant factors. Relevant factors are then prioritised as material factors which are then validated. The end results of this process are a list of material factors disclosed in this Report. Processes involved are as shown in the diagram below:



6.3 Materiality Assessment

Under our SR Policy, each sustainability factor is assigned a reporting priority that determines the actions required as illustrated in the table below:

Reporting priority	Description	Criteria
I	High	Factors with high reporting priority are reported on in detail.
II	Medium	Factors with medium reporting priority are considered for inclusion in the Report. They may not be included in this Report if not material.
III	Low	Factors with low reporting priority may be reported to fulfil regulatory or other reporting requirements. They are not included in this Report if not material.

The reporting priority is supported by a material factor matrix which considers the level of concern to external stakeholders and potential impact on business.

6.4 Performance Tracking and Reporting

We track the progress of our material sustainability factors by identifying the relevant data points and measuring them. In addition, performance targets that are aligned with our strategy will be set to ensure that we maintain the right course in our journey towards sustainability. We consistently seek to enhance our performance-monitoring processes and improve our data capture systems.

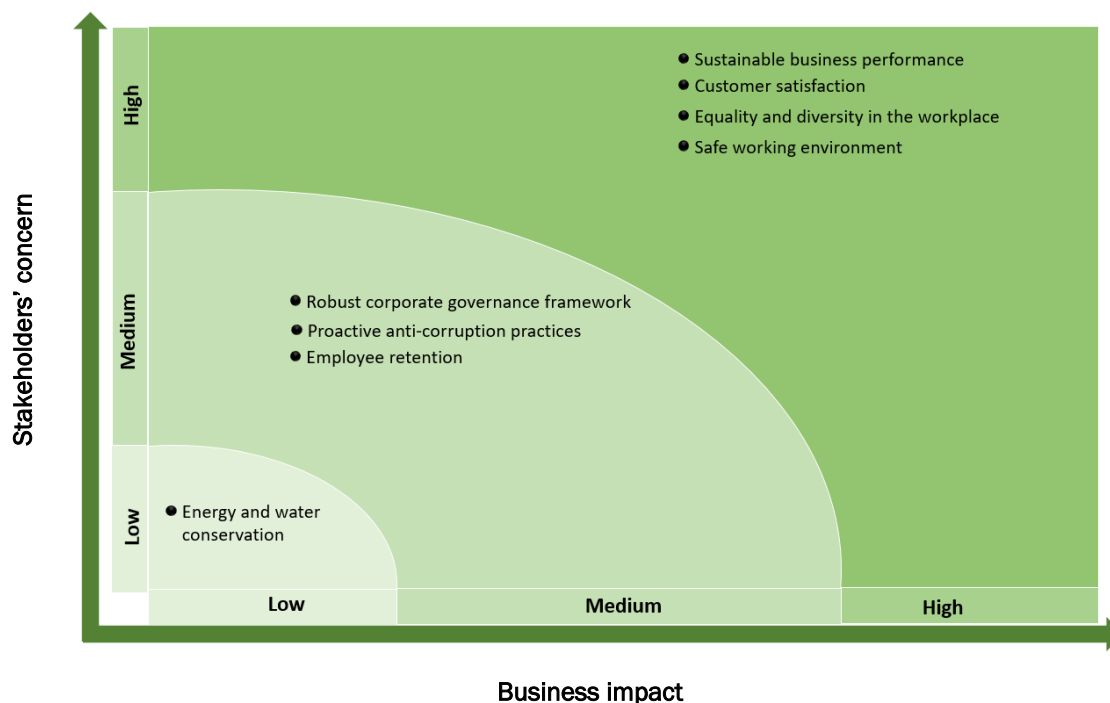
7 Material Factors

Our materiality assessment performed for FY2019 involved our senior management executives and is led by our Chief Executive Officer in identifying sustainability factors deemed material to our businesses and our stakeholders so as to allow us to channel our resources judiciously to create sustainable value for our stakeholders.

Presented below are a list of material sustainability factors and material factor matrix applicable to our Group:

S/N	Material factor	Key stakeholder	Reporting priority
General disclosures			
1	Customer satisfaction	Community, customer, regulator	I
Environmental			
2	Energy and water conservation	Community, shareholder	III
Social			
3	Equality and diversity in the workplace	Employee	I
4	Employee retention	Employee	II
5	Safe working environment	Employee	I
Economic			
6	Sustainable business performance	Shareholder	I
7	Proactive anti-corruption practices	Regulator, shareholder	II
Governance			
8	Robust corporate governance framework	Regulator, shareholder	II

Material factor matrix



We will update the material factors on an annual basis to reflect changes in business operations, environment, stakeholder's feedback and sustainability trends. The details of each material sustainability factor are presented as follows:

7.1 Customer Satisfaction

We are committed to provide value to our customers through the provision of environmentally friendly and quality products that meet their requirements.

We are principally involved in the provision of UHPC materials to supply our customers that operate mainly in the port, off-shore, energy and mining and renewable energy industries. UHPC is more environmentally friendly when compared to conventional concrete as it possesses higher strength and ductility which allow for the construction of more material-efficient structures.

Our key initiatives in delivering quality and environmentally friendly products to our customers are as follows:

- Our products are certified or verified with leading market certifications on product quality such as CE Marking, Ü-sign or DNV.
- Our manufacturing facility and processes are certified under the DNV, ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007 standards.
- A robust quality control team is maintained to conduct stringent checks on product quality based on a set of standard operating procedures established.
- We have an ongoing research and development program with Enterprise Singapore to develop new products and enhance the quality of the existing products.

As at 31 December 2019, 2 (FY2018: 2) of our key products are certified or verified with CE Marking, Ü-sign or DNV whilst our manufacturing facility and processes are certified under the relevant DNV Offshore certification and ISO standards.

Target for FY2019	Performance in FY2019	Target for FY2020
Deliver quality and environmental friendly products	Our products are certified with leading market certifications on product quality and environmental friendliness	Deliver quality and environmental friendly products

7.2 Energy and Water Conservation

We are committed to responsible usage of energy and water resources that helps to preserve the environment in which we operate in. As a Group, we operate from various office locations and an automated production facility in Malaysia. The facility is currently producing UHPC materials to supply our customers mainly in the oil and gas and renewable energy industries. Key statistics on energy and water consumption by the production facility during the reporting period are as follows:

Resource	Usage	Consumption	
		FY2019 ²	FY2018
Electricity	Used for production equipment, lightings, office equipment and air-conditioning	125,793kWh	143,042kWh
Water	Used for cleaning machineries and equipment	764m ³	2,576m ³

The Group recorded higher-than-normal water consumption in FY2018 due largely to a leakage in the underground piping at one of our operating premises. Meanwhile, the decrease in electricity and water consumption can also be attributed to following conservation measures adopted by the Group:

- A systematic maintenance program for operating equipment is in place to maintain energy and water efficiency.
- Energy and water consumption are regularly tracked and analysed. Corrective actions are taken when unusual consumption patterns are observed.

² Estimated figures due to limited access to the source documents kept at our operating premises due to movement restriction measures implemented during the COVID-19 Pandemic.

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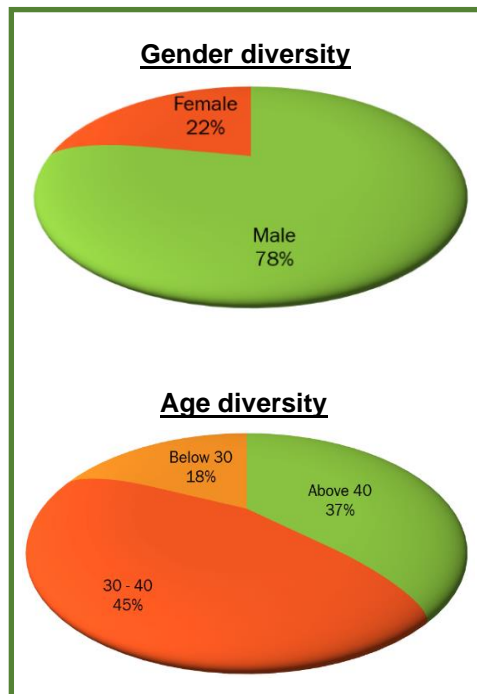
Target for FY2019	Performance in FY2019	Target for FY2020
Reduce energy and water consumption	<ul style="list-style-type: none"> Electricity consumption decreased from 143,042kWh to 125,793kWh Water consumption decreased from 2,576m³ to 764m³ 	Reduce or maintain energy and water consumption

7.3 Equality and Diversity in the Workplace

We are committed to diversity and equal opportunity in employment to grow human capital. Accordingly, we strive to provide a work environment for employees that fosters fairness, equity and respect for social and cultural diversity, regardless of their gender, age or educational background. The total number of employees in the Group as at 31 December 2019 stood at 49 (FY2018: 77). This decrease is mainly due to manpower rightsizing measures implemented to lower costs and achieve profitability.

During the reporting period, there are no significant changes in workforce diversity data with details as follows:

- On gender diversity, the percentage of female to total permanent employees as at 31 December 2019 is 22% (FY2018: 25%). Given the nature of industry which involves offshore operation and manufacturing activities and as such, the gender ratio is geared towards male employees.
- On age diversity, matured workers are valued for their experience knowledge and skills. As at 31 December 2019, 37% (FY2018: 40%) of our workforce is at least 40 years old.



To promote equal opportunity, we have implemented various human resource measures as follows:

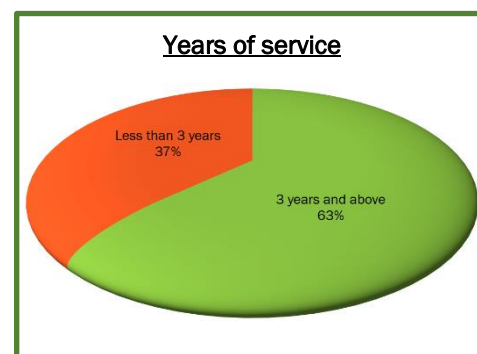
- Staff assessment is performed annually and upon probation for new staff to evaluate their performance and provides them with a sense of self-awareness on their work performance and also to identify training opportunities that will improve their skills and abilities.
- Staff recruitment advertisements do not state age, race, gender or religion preferences as requirement.
- Employment terms in the employment letter are explained to staff when they join the Group.

Target for FY2019	Performance in FY2019	Target for FY2020
Move towards a more balanced gender and age ratios	No material changes in diversity ratios between FY2019 and FY2018	Maintain existing gender and age diversity ratios

7.4 Employee Retention

The continual success of our business relies on a team of professional, skilled and experienced staff and managers. Accordingly, we are committed to employee retention through the following efforts:

- Employee are engaged regularly via various channels such as the appraisal exercise which allows employees to gain feedback on their career progress.
- In-house and external training courses are organised regularly for employees to improve their professional skills.



We believe that a low turnover improves the sustainability of operations and allows us to contribute positively to the development of social and human capital in a wider community. As at 31 December 2019, 63% (FY2018: 58%) of our employees have 3 or more years of services with us.

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Target for FY2019	Performance in FY2019	Target for FY2020
Improve performance measures identified on staff retention	No material changes in the proportion of employees with 3 or more years of services with the Group	Improve or maintain performance measures identified on staff retention subject to business performance and market conditions

7.5 Safe Working Environment

In our daily operations, our workers have to handle various machineries in manufacturing our products. Such machineries involve processes such as handling of operating equipment such as forklifts which expose our employees to risk of injuries or fatalities. Accordingly, we are committed to maintain a safety-conscious culture amongst our employees and a safe operating environment to minimise such risks.

The measures implemented to manage health and safety in our operating environment are as follows:

- A set of safety rules and regulations is in place.
- A safety committee is in place and safety inspections are performed regularly by safety officers and reported to senior managers.
- All new employees are briefed on safety procedures during orientation.
- Regularly track and monitor accidents at the workplace and corrective action plans are established to prevent recurrences of the accidents.

We recorded zero incident of workplace fatality (FY2018: zero incident) during the reporting period and one (FY2018: zero incident) non-fatal workplace injury³, resulting in 30 man-days (FY2018: zero man-day) lost during the reporting period. The non-fatal workplace injury related to a hand injury. Lessons from the non-fatal workplace injuries are shared across business units to prevent recurrence.

Target for FY2019	Performance in FY2019	Target for FY2020
Maintain zero workplace accident	Zero incident of workplace fatality and one non-fatal workplace injuries resulting in 30 man-days lost. Although we did not meet the target set, we remain committed to maintain a safe working environment. To prevent similar accidents from occurring in the future, lessons from the workplace accidents are shared across business units.	Maintain zero workplace accident

7.6 Sustainable Business Performance

We believe in creating long-term economic value for shareholders as well as key stakeholders by adopting responsible business practices and growing business in a sustainable manner.

Details of the Group's economic performance can be found in the financial contents and audited financial statements of the Annual Report for FY2019.

Target for FY2019	Performance in FY2019	Target for FY2020
Improve our financial performance	We experienced a 18.5 per cent decrease in revenue mainly due to a decrease in revenue from the Ports and Offshore business segment.	Improve or maintain our financial performance subject to market conditions

³ A workplace injury is defined as one whereby an employee is injured in a work accident resulting in (i) hospitalisation of at least 24 hours and/or (ii) an issuance of a medical certificate of more than 3 days (need not be consecutive)

7.7 Proactive Anti-Corruption Practices

We are committed to carry out business with integrity by avoiding corruption in any form, including bribery, and complying with the Prevention of Corruption Act of Singapore.

We have implemented a whistle blowing policy to provide a mechanism for employees to raise concerns through accessible confidential disclosure channels about possible improprieties in matters of financial reporting and others. In FY2019, no serious offence is reported⁴ (FY2018: no serious offence).

Target for FY2019	Performance in FY2019	Target for FY2020
Maintain zero incident of serious offence	No serious offence is reported	Maintain zero incident of serious offence

7.8 Robust Corporate Governance Framework

We are committed to high standards of corporate governance and believes a high standard of corporate governance is integral in ensuring sustainability of our business as well as safeguarding shareholders' interests and maximising long-term shareholder's value.

We have in place a whistle-blowing policy to provide a mechanism for employees to raise concerns through accessible confidential disclosure channels about possible improprieties in matters of financial reporting and others.


Our overall Singapore Governance and Transparency Index ("SGTI") score assessed by National University of Singapore Business School is 47 for year 2019 (year 2018: 45). In line with our commitments to maintain a robust governance framework, we are keen to strengthen our governance practices through promoting transparency and accountability in our operations.

You may refer to Corporate Governance Report in the Annual Report for details for our corporate governance practices.

Target for FY2019	Performance in FY2019	Target for FY2020
Improve our SGTI score	SGTI score increased by 2 points in year 2019.	Improve or maintain our SGTI score

8 Supporting the UN Sustainable Development Goals

We have incorporated the SDGs under the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, where appropriate, as a supporting framework to shape and guide our sustainability strategy. The results shown below are how our sustainability factors relate to these SDGs

SDG	Our effort (SR factor)
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>We constantly implement safety measures and procedures to avoid accidents that are preventable and in so doing, maintain the well-being and safety of our workers. (Section 7.5 Safe working environment)</p>

⁴ A serious offence is defined as one that involves fraud or dishonesty amounting to not less than SGD 100,000 and punishable by imprisonment for a term of not less than 2 years which is being or has been committed against the company by officers or employees of the company.

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SDG	Our effort (SR factor)
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable, and modern energy for all</p>	<p>We implement measures to reduce our energy and water consumption rate as not only does it help to improve our operational efficiency, it also helps us to save costs incurred to support our business operations. (Section 7.2 Energy and water conservation)</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<ul style="list-style-type: none"> ▪ We emphasize on providing environmentally friendly and quality products to meet our customers' needs. Customer satisfaction is vital to the success of our business which in turn, helps to contribute to the economic growth and the creation of employment opportunities. (Section 7.1 Customer satisfaction) ▪ We place heavy emphasis on retaining a workforce that is of high quality, skilled and experienced, which contributes to the success of our business. This in turn creates long term economic value for shareholders as well as economic productivity. (Section 7.4 Employee retention) ▪ We contribute to economic growth through creating long-term value for our stakeholders. (Section 7.6 Sustainable Business Performance)
 <p>10 REDUCED INEQUALITIES</p> <p>Reduce inequality within and among countries</p>	<p>We ensure equal opportunity for all regardless of age and gender, by establishing various human resource processes to facilitate this target. (Section 7.3 Equality and diversity in the workplace)</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> ▪ We implement measures that are in line with our objective of zero tolerance towards any forms of corruption and bribery. (Section 7.7 Proactive anti-corruption practices) ▪ We maintain a high standard of corporate governance framework to maintain the transparency of our business, safeguard our shareholders' interests and maximise long-term shareholder value. (Section 7.8 Robust corporate governance framework)

9 GRI Content Index

General standard and disclosure title		Section reference	Page reference
Organisation profile			
102-1	Name of the organisation	Sustainability Report 2019 > Cover Page	-
102-2	Activities, brands, products, and services	Sustainability Report 2019 > Material Factors > Customer Satisfaction	5
102-3	Location of headquarters	Annual Report 2019 > Financial Contents > Notes to the Financial Statements > General Information	Page 56 of Annual Report 2019
102-4	Location of operations	<ul style="list-style-type: none"> ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Investments in Subsidiaries ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Segment Information 	<p>Page 86-89 of Annual Report 2019</p> <p>Page 112-118 of Annual Report 2019</p>
102-5	Ownership and legal form	<ul style="list-style-type: none"> ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > General Information ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Investments in Subsidiaries ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Shareholder Information 	<p>Page 56 of Annual Report 2019</p> <p>Page 86-89 of Annual Report 2019</p> <p>Page 139-140 of Annual Report 2019</p>
102-6	Markets served	<ul style="list-style-type: none"> ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Investments in Subsidiaries ▪ Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Segment Information 	<p>Page 86-89 of Annual Report 2019</p> <p>Page 112-118 of Annual Report 2019</p>
102-7	Scale of the organisation	<ul style="list-style-type: none"> ▪ Sustainability Report 2019 > Material Factors > Equality and Diversity in the Workplace ▪ Annual Report 2019 Financial Highlights ▪ Annual Report 2019 > Financial Contents > Statements of Financial Position ▪ Annual Report 2019 > Financial Contents > Consolidated Statement of Profit or Loss and Other Comprehensive Income 	<p>6</p> <p>Page 15-17 of Annual Report 2019</p> <p>Page 50 of Annual Report 2019</p> <p>Page 51 of Annual Report 2019</p>

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General standard and disclosure title		Section reference	Page reference
102-8	Information on employees and other workers	Sustainability Report 2019 > Material Factors > Equality and Diversity in the Workplace	6
102-9	Supply chain	Generally, we purchase raw materials from local and overseas suppliers and processed them at our manufacturing facility located in Malaysia. Our products are mainly sold to customers in the port, off-shore, energy & mining and renewable energy industries.	-
102-10	Significant changes to the organisation and its supply chain	None	-
102-11	Precautionary Principle or approach	None	-
102-12	External initiatives	Sustainability Report 2019 > Supporting the UN Sustainable Development Goals	8-9
102-13	Membership of associations	None	-
Strategy			
102-14	Statement from senior decision-maker	Sustainability Report 2019 > Board Statement	1
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	<ul style="list-style-type: none"> ▪ Sustainability Report 2019 > Material Factors > Robust Corporate Governance Framework ▪ Annual Report 2019 > Corporate Governance Report 	8 Page 18-35 of Annual Report 2019
Governance			
102-18	Governance structure of the organisation	Corporate Governance Report	Page 18-35 of Annual Report 2019
Stakeholder engagement			
102-40	List of stakeholder groups	Sustainability Report 2019 > Stakeholder Engagement	2
102-41	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements	-
102-42	Identifying and selecting stakeholders	Sustainability Report 2019 > Stakeholder Engagement	2
102-43	Approach to stakeholder engagement	Sustainability Report 2019 > Stakeholder Engagement	2
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> ▪ Sustainability Report 2019 > Stakeholder Engagement ▪ Sustainability Report 2019 > Material Factors > Customer Satisfaction 	2 5
Reporting practice			
102-45	Entities included in the consolidated financial statements	Annual Report 2019 > Financial Contents > Notes to the Financial Statements > Investments in Subsidiaries	Page 86-89 of Annual Report 2019

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General standard and disclosure title		Section reference	Page reference
102-46	Defining report content and topic Boundaries	Sustainability Report 2019 > Sustainability Reporting Processes	2-3
102-47	List of material topics	Sustainability Report 2019 > Material Factors	4-8
102-48	Restatements of information	None	-
102-49	Changes in reporting	None	-
102-50	Reporting period	Sustainability Report 2019 > Reporting Period and Scope	1
102-51	Date of most recent report	Sustainability Report FY2018	-
102-52	Reporting cycle	Sustainability Report 2019 > Reporting Period and Scope	1
102-53	Contact point for questions regarding the report	Sustainability Report 2019 > Feedback	1
102-54	Claims of reporting in accordance with the GRI Standards and GRI content index	<ul style="list-style-type: none"> ▪ Sustainability Report 2019 > Reporting Framework ▪ Sustainability Report 2019 > GRI Content Index 	1 10-13
102-55	GRI content index	Sustainability Report 2019 > GRI Content Index	10-13
102-56	External assurance	We may seek external assurance in the future	-
Management approach			
103-1	Explanation of the material topic and its Boundary	Sustainability Report 2019 > Material Factors	4-8
103-2	The management approach and its components	<ul style="list-style-type: none"> ▪ Sustainability Report 2019 > Board Statement ▪ Sustainability Report 2019 > Policy, Practice and Performance Reporting ▪ Sustainability Report 2019 > Material Factors 	1 2-3 4-8
103-3	Evaluation of management approach	Sustainability Report 2019 > Material Factors	4-8
Category: Economic			
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> ▪ Annual Report 2019 Financial Highlights ▪ Annual Report 2019 > Financial Contents > Statements of Financial Position ▪ Annual Report 2019 > Financial Contents > Consolidated Statement of Profit or Loss and Other Comprehensive Income 	Page 15-17 of Annual Report 2019 Page 50 of Annual Report 2019 Page 51 of Annual Report 2019
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report 2019 > Material Factors > Proactive Anti-Corruption Practices	8
Category: Environmental			
302-1	Energy consumption within the organisation	Sustainability Report 2019 > Material Factors > Energy and Water Conservation	5
303-5	Water consumption	Sustainability Report > Material Factors > Energy and Water Conservation	5

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General standard and disclosure title		Section reference	Page reference
Category: Social			
401-1	New employee hires and employee turnover	Sustainability Report 2019 > Material Factors > Employee Retention	6-7
403-9	Work-related injuries	Sustainability Report 2019 > Material Factors > Safe Working Environment	7
405-1	Diversity of governance bodies and employees	Sustainability Report 2019 > Material Factors > Equality and Diversity in the Workplace	6