

SUSTAINABILITY STATEMENT

- 44 About this Sustainability Statement
- 45 Message from the Group CEO
- 46 2019 Sustainability Highlights
- 49 Sustainability Governance
- 51 Industry Awards and Market Recognitions
- 53 Stakeholder Engagement
- 54 Analysis of Materiality
- 55 #GBGforeconomy
- 58 #GBGforenvironment
- 64 #GBGforsociety
- 68 #GBGforemployee
- 73 #GBGforoperation
- 79 UN Sustainable Development Goals Index
- 80 GRI Content Index



Sustainability Statement

ABOUT THIS SUSTAINABILITY STATEMENT

Gabungan AQRS Berhad outlines our Group's overall sustainability efforts and initiatives towards risks management and sourcing opportunities by integrating economic, environmental and social ("EES") aspects.

“

Any forward-looking statements found in this report is based on information, plans, prospects, management policies and strategies available at the time of publication.

”

Reporting Period

This report covers the twelve-month period from 1 January 2019 to 31 December 2019; and where applicable, historical data from preceding years has been included for comparison. Any forward-looking statements found in this report is based on information, plans, prospects, management policies and strategies available at the time of publication.

Reporting Procedure & Assurance

This report has been prepared in accordance with "Global Reporting Initiative ("GRI") Standards: Core Option and Bursa Malaysia's Main Market Listing Requirements.

This report is made in accordance with a resolution of the Board of Directors dated 21 May 2020.

Scope & Boundary

This report covers only the active and significant operating business units with focus on key risks and challenges based on the materiality assessment exercise. Unless otherwise stated, the information presented in this Report discloses only business activities in Malaysia.

Reporting Guidelines

Sustainable Development Goals, EES Principles and Bursa Malaysia's Sustainability Reporting Guide, Global Reporting Initiative.

Sustainability Statement

(CONT'D)

“
From Good to Better,
Now going to be Great
("GBG")”



MESSAGE FROM THE GROUP CEO

Dear Stakeholders,

At Gabungan AQRS Berhad, we continuously reinforce and improve on our business practices with good corporate governance standards to protect the Group's long-term business activities and ensure that it is being executed in a sustainable manner.

We are constantly improving on our sustainability activities for our current business operations, as well as innovating fresh initiatives which our Group will be undertaking and will benefit from in the coming years.

We continue to be guided by the global recognised trends like the United Nations Sustainable Development Goals ("UN SDGs"), Bursa Malaysia Sustainability Development Guide and Global Reporting Initiative.

Great emphasis is placed on developing the well-being of the local communities where our Group operates. We firmly stand against exploitation of human lives and any forms of discrimination, forced or bonded labour, child labour and human trafficking.

Over the years since our inception, progressive steps have been taken to continuously inculcate good corporate governance practices aimed towards safeguarding the Group's long-term sustainability.

We are confident that with the support and commitment from all stakeholders, the Company is ready and steadfast to reach greater heights as we forge ahead into the next chapter of our successful growth journey.

Dato' Azizan bin Jaafar

Group Chief Executive Officer

21 May 2020

Sustainability Statement

(CONT'D)

2019 SUSTAINABILITY HIGHLIGHTS



ECONOMIC



RM36.9

million

Profit After Tax



RM470.4

million

Total Market Capitalization



RM30.1

million

Tax Payment



RM414.0

million

Revenue



RM44.1

million

Operating Cost



RM36.6

million

Employee wages and benefits



RM20.4

million

Payment to Capital Providers



Economic growth by

1 basis point

for nation building project

Sustainability Statement

(CONT'D)



ENVIRONMENTAL

SOCIAL



21%

Green Area Initiative
E'Island Lake
Haven, Puchong



Best Practices on
Construction Solid
Waste Management



Carbon emission
reduced by

18%



Over
300
strong workforces



Best Employer
Brand Award



Reduce
30%
highway
congestion



45
training programmes for
employees



over
130
women workforce
(30%)



0.6%
of Profit After Tax for
charity works

Sustainability Statement

(CONT'D)



SOCIAL



**Value of
Pahang Patriotism**



**ISO45001:2018
certified**



**Employees
38%
youth workforce**



**Zero fatalities and
permanent disabilities
occurred at work
reported for the year**



**12
Long Service Award
Recipients
from 2017 to 2019**



**100%
Local manpower
workforce**

Sustainability Statement

(CONT'D)

SUSTAINABILITY GOVERNANCE

Sustainability Principles and Values

We assess and determine our sustainable business practices based on material issues that are relevant to the Group's business operations and by evaluating the risks and opportunities in these selected areas. Accordingly, we have been able to set our sustainability priorities in a holistic approach to strengthen our business growth momentum in a sustainable and balanced manner adhering to three key impact factors:-

Sustainability Areas	Impact Factors
Economic	Expanding our business value chain segments to areas that can contribute towards long-term sustainable growth and bring about positive economic impact to the local communities.
Environment	Supporting green initiatives and eco-friendly practices to protect the overall environment and safeguard the climate change effect.
Social	Empowering our people and developing our talents to scale greater heights besides reaching out to communities in which we operate by giving back to society, especially those in need through regular active engagements.

The sustainability governance structure of Gabungan AQRS Berhad is led by a Management Sustainability Committee which reports to the Risk Management Committee. The Board of Directors is regularly updated and informed of the company's initiatives and its development progress.



■ GBG is committed to fulfill the United Nation's Sustainable Development Goals

Sustainability Statement

(CONT'D)

In Our Sustainability Governance Structure

The sustainability governance structure of Gabungan AQRS Berhad sets out the roles and responsibilities in addressing, managing and monitoring material issues and integrating our sustainability initiatives agenda into our daily business operations.

Board of Directors	Board Sustainability Committee	Management Sustainability Committee
<ul style="list-style-type: none">Setting the tone and approve the sustainability budgetAssume the overall ownership of the Group's sustainability agenda	<ul style="list-style-type: none">Assessing and determining the strategy and policy guidelinesReview and approve the Group's sustainability policy guidelines in line with the Board's sustainability direction	<ul style="list-style-type: none">Day-to-day recording and monitoring of source data for compliance of practicesImplement and monitor the Group's sustainability initiatives progress and recommend sustainability targets

In our endeavor to further improve and enhance on our sustainability applications, GBG promotes the Sustainability Governance Structure framework with the formation of a Management Sustainability Committee. This further increases the level of oversight and commitment by the Board of Directors and allows better communication and coordination of our sustainability agenda across the organization.

The committee consists of key decision-making executives, with functions to review the performance of our sustainability initiatives.

Dato' Azizan bin Jaafar, Group Chief Executive Officer, heads the Management Sustainability Committee and oversees the execution of GBG's sustainable strategies.



“ GBG promotes the Sustainability Governance Structure framework with the formation of a Management Sustainability Committee. ”

Sustainability Statement

(CONT'D)

INDUSTRY AWARDS AND MARKET RECOGNITIONS

2019 Achievements and Milestones

GBG won the Best Employer Brand Award 2019. The award is given to those sharing the best practices in Employer Branding and outstanding professionals in Malaysia who are contributing to “Talent Management, Talent Development and Talent Innovation”.

Participating Company	Type	Awarder
Gabungan Strategik Sdn Bhd	Grade Registered G7 for year (2018 to 14.01.20)	SME Corp Malaysia and CIDB Malaysia
Gabungan AQRS Berhad	Best Employer Brand Award 2018	13 th Employer Branding Awards
Gabungan AQRS Berhad	Best Under Billion Awards 2018 - Best Turnaround Story	Focus Malaysia
Gabungan AQRS Berhad	Best CEO for Investor Relations 2018 (Small Cap)	Malaysia Investor Relations Association
Gabungan AQRS Berhad	3 rd Merit Award for Most Improved CG Disclosure (2018)	Minority Shareholders Watch Group
Gabungan Strategik Sdn Bhd	HR Asia Best Companies to Work for in Asia 2018	HR Asia
Gabungan AQRS Berhad	Best CEO for Investor Relations 2019 (Small Cap)	Malaysia Investor Relations Association
Gabungan AQRS Berhad	Best Employer Brand Award 2019	14 th Employer Branding Awards
Gabungan AQRS Berhad	Community Development Recognition 2019	The Golden Globe Tigers
Gabungan Strategik Sdn Bhd	Appreciation of Best Practices on Construction Solid Waste Management (2019)	SWCorp Malaysia / KPKT

Our property division known as “GBG Property” was nominated by Ministry of Housing and Local Government (Kementerian Perumahan dan Kerajaan Tempatan, KPKT) as part of the team under the special programme of KPKT private developers' initiative to provide affordable housing.

Under the programme, KPKT targets to provide one million affordable homes over the next 10 years and the private housing developers are estimated to deliver 217,764 units out of the one million affordable homes over the 10 years duration. The pre-launching of the project was held at The Everly Hotel, Putrajaya on 8th November 2019 and was officiated by the Minister of Housing and Local Government (Kementerian Perumahan dan Kerajaan Tempatan, KPKT), Yang Berhormat Puan Hajah Zuraida Binti Kamaruddin.



■ *Gabungan AQRS Berhad won the hat trick of Best Employer Brand Award from 2017 - 2019*

Sustainability Statement

(CONT'D)

KPKT was impressed with the design of E'Island Lake Haven, Puchong which is in line with National Affordable Housing Policy in terms of minimum unit built-up, utilization of technology to save cost and time, wide range of facilities that provide sustainability community living, last but not least at an affordable selling price. Upon evaluation, E'Island Lake Haven, Puchong has been accredited as part of the KPKT programme to provide one million affordable housing over the next 10 years. GBG Property is one of the twelve developers in Malaysia to receive the certification under this programme.



■ GBG Property's Managing Director Ir. Tai Jiunn Hong receiving the award certificate from the Minister of Housing and Local Government, Yang Berhormat Puan Hajah Zuraida Binti Kamaruddin during the Pre-Launch Ceremony of Private Affordable Housing Projects at The Everly Hotel Putrajaya on 8 November 2019.

E'Island Lake Haven

GBG Property officially launched E'Island Lake Haven, Puchong on 26 April 2019. The development comprises 1,140 units with a total of 14 practically designed unit types, catering for the needs of various market segments. The concise development offers a wide array of facilities, including a 500-meter lakeside jogging and cycling track, multipurpose hall, lake-view gymnasium, lake-view children's pool, multiple playgrounds, childcare centre, surau, convenience shops and a multi-storey car park. The development also participated in REHDA 2019 Home Ownership Campaign (HOC 2019) which ended on December 31, 2019.

GBG Property's Managing Director Ir. Tai Jiunn Hong explaining the E'Island Lake Haven, Puchong development concept to Minister of Housing and Local Government, Yang Berhormat Puan Hajah Zuraida binti Kamaruddin during the Private Affordable Housing Projects event at The Everly Hotel Putrajaya. ■



Sustainability Statement

(CONT'D)

STAKEHOLDER ENGAGEMENT

Our stakeholders are important components to the Company's long-term success. Our constant interaction with many of our stakeholders has facilitated effective and continuous improvements in all areas of our operations. By understanding their expectations and responding to their concerns, we aim to strengthen our stakeholder's confidence in us. We seek to address our stakeholders' concerns through multiple forms of engagement as outlined below: -

Stakeholder Group	Topics of Concern and Interest	Engagement Methods
Employees	<ul style="list-style-type: none"> • Health, safety and well-being • Talent development, performance and rewards • Fair and equal opportunity • Company's benefits • Training and education • Diversity and inclusion 	<ul style="list-style-type: none"> • New employee induction programme • Annual Performance appraisal • Career development • Quality, Safety, Health briefings and trainings • Technical and non-technical training programmes • Regular department meetings • Employee engagement activities
Clients / Customers	<ul style="list-style-type: none"> • Trust and Safety • Connectivity • Family-friendly facilities • Delivery • Defect rectifications • Service Quality • Customer Service and experience 	<ul style="list-style-type: none"> • Project meetings • Client engagement surveys and feedback forms • Quality Assurance monitored by Quality Unit Department
Subcontractors and Suppliers	<ul style="list-style-type: none"> • Legal Compliance • Payment schedule • Equal Opportunity of bidding • Completion deadline 	<ul style="list-style-type: none"> • Periodic meeting and dialogue sessions • Liaison with subcontractors / suppliers • Engage with contract managers • Contracts negotiation and bidding opportunities
Shareholders & Analysts	<ul style="list-style-type: none"> • Acquisition and expansion • Risk Management • Corporate Governance • Reporting standards 	<ul style="list-style-type: none"> • General meetings, quarterly results and annual report • Walk-in visits and inquiries • Investors' or Analysts briefing and engagements • Corporate announcements
Community	<ul style="list-style-type: none"> • Work opportunities • Environmental safety and protection 	<ul style="list-style-type: none"> • Volunteering to help the underprivileged • Control of waste and gas emission
Government	<ul style="list-style-type: none"> • Compliance with government policies • Adhere to the law and regulation 	<ul style="list-style-type: none"> • Support government initiatives in complying with the latest statutory development
Non-Governmental Organisation	<ul style="list-style-type: none"> • Consumerism • Employee's human rights • Environmental pollution and climate change 	<ul style="list-style-type: none"> • Address consumers' complaints professionally • Comply with the statutory labour law • Address the NGO's concern professionally

Sustainability Statement

(CONT'D)

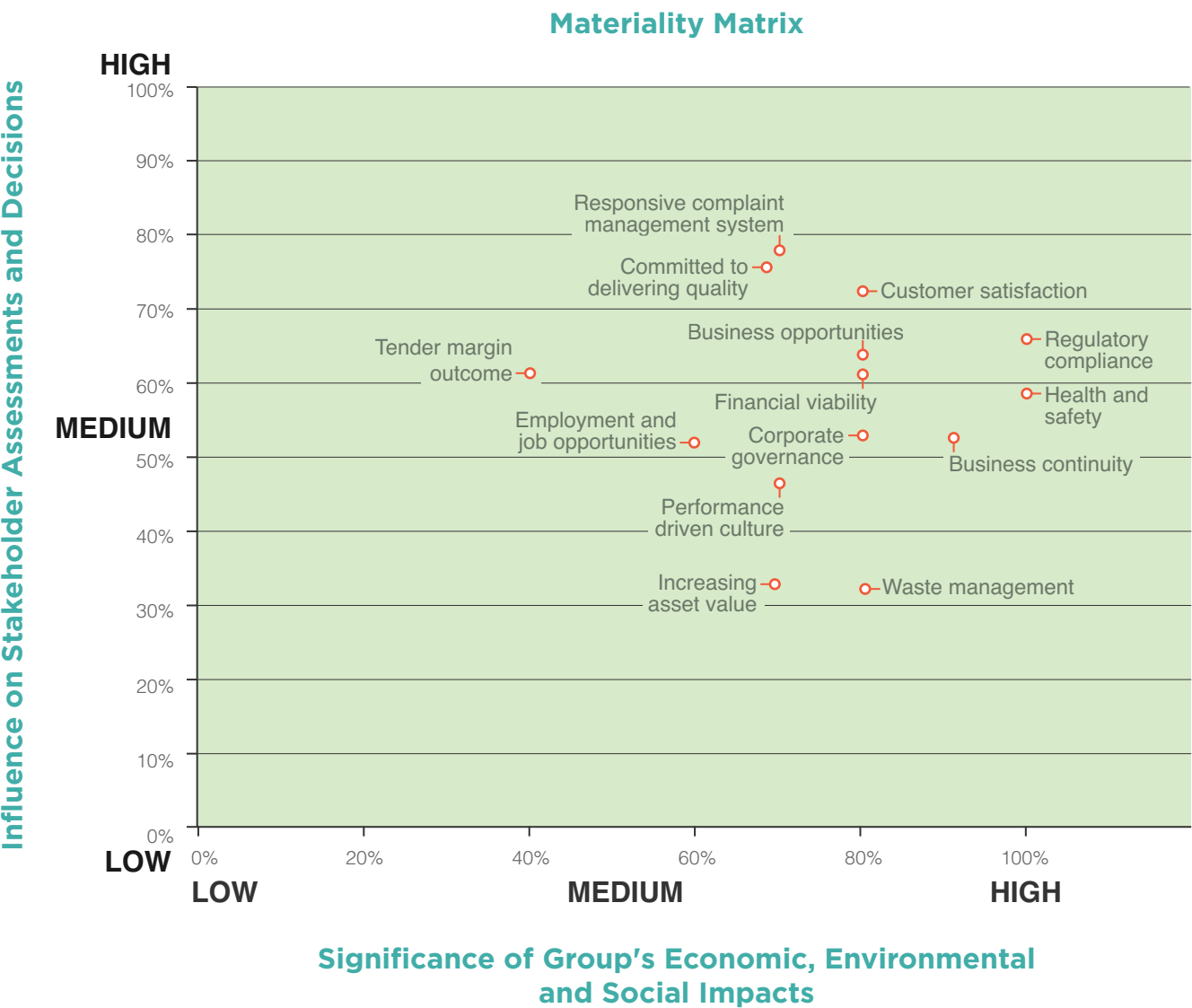
ANALYSIS OF MATERIALITY

GBG has gathered the essential information on potential risk areas to determine and identify the material sustainability matters that may affect our business in relation to the economic, environment and social in which our business operates.

Key material areas were identified based on continuous feedbacks and views which were inputs communicated from both external and internal stakeholders.

The internal assessment was based on a 4-step approach as follows:

- 1) Issues identified from Key Risk Areas
- 2) Prioritization risk matrix employed
- 3) Review and feedback communicated by the stakeholders
- 4) Materiality assessment



Sustainability
Statement

(CONT'D)

#GBGforeconomy

GBG believes in value creation proposition and enhancement for our shareholders, employees and the communities in the areas where we operate in. Achievement of the financial targets remains our primary focus without compromising our code of ethics, the expectations of our stakeholders and our commitments towards sustainability. We have during the year incorporated the Anti-Bribery and Anti-Corruption Policy and strengthening the Whistle-Blowing mechanism.

The breakdown of the direct economic value is as follows:-

Economic Value Generated	2017 RM'000	2018 RM'000	2019 RM'000
Revenue	462,305	585,330	413,987
Economic Value Distributed			
Operating Costs	55,882	51,393	44,109
Employee Wages and Benefits	21,540	33,750	36,551
Payments to Providers of Capital	21,448	28,863	20,446
Statutory payment to Government	20,135	45,198	34,753

Our construction division known as “GBG Construction” continues to drive growth

GBG Construction has won the following major nation building projects:-

- Light Rail Transit (“LRT3”)
- Sungai Besi – Ulu Klang Elevated Expressway (“SUKE”)
- Pusat Pentadbiran Sultan Ahmad Shah (“PPSAS”)

Sustainability Statement

(CONT'D)

The LRT3 project, which is under construction in the western corridor of Kuala Lumpur and the Klang Valley, will stimulate economic activities along the 37km stretch and will offer opportunities to business entrepreneurs along the areas.

Development of the project is also expected to stimulate economic growth in the region and create employment for approximately 2,000 personnel during the construction phase.

Bank Negara indicated that the continuation of large-scale infrastructure projects will provide additional lift to the economic growth by 1 (percentage point) amid the challenging economic conditions.

Property

GBG Property is actively involved in the development of residential, commercial, and integrated-development projects.

One Jesselton Waterfront, Kota Kinabalu

One Jesselton Waterfront is the flagship mixed development project with integration of Tourism Oriented Development (TOD) that comprises One Jesselton Shopping Mall, Grade A Corporate Office Tower, 4-star Hotel & Spa, Serviced Residences and Waterfront Condominiums.

One Jesselton Shopping Mall

- One Jesselton Waterfront Shopping Mall is strategically located between the Jesselton Point Ferry Terminal and the International Cruise Terminal.
- The 4-storey mall has total net lettable area of 390,000 square feet with 2 basements that offers 1,180 carpark bays.
- The mall would house luxury brands and premium outlets targeted to international tourists and local upmarket. It also provides exclusive waterfront dining experience with Signature F&B outlets which are connected to the 30 meter width boardwalk that overlooks the seafront. On the top floor, the mall also would have a special designed playland catered for children and families.
- GBG is currently working closely with international retail planners and leasing professionals to efficiently design the internal layout of the shopping mall. This will ensure that an optimal tenant mix is achieved to cater to both the premium local market and international tourists in Kota Kinabalu.

Grade A Corporate Office Tower

- The Grade A Corporate Office Tower would span across 4 floors below the 4-star Hotel & Spa with an NLA of 52,000 square feet. The Grade A Corporate Office Tower has been sold to Suria Capital Berhad for RM52 million and will be Suria Capital's new corporate office upon completion.

4-Star Hotel & Spa

- Due to the high tourist arrivals in Kota Kinabalu, which recorded 3.9 million tourists in 2018 and 3.8 million tourist arrivals (Jan to Nov 2019), hotels are in high demand for tourists as well as business travellers.
- The 4-star Hotel & Spa will offer total 407 guest rooms and suites consist of 219 hill view deluxe rooms, 82 seaview deluxe rooms and 106 seaview suites.

Serviced Residences

- There is a high demand for commercial serviced suites properties in Kota Kinabalu in recent years. The 321-unit fully-furnished serviced residences will be complemented with a privileged access to unrivalled experiences, innovative amenities and bespoke services such as a dedicated concierge service, daily housekeeping, childcare service, in-residence dining options, and other added services that are offered by the 4-star Hotel & Spa next door. The Serviced Residences will be an appealing product for both local and international investors.

Sustainability Statement

(CONT'D)



Waterfront Condominiums

- The waterfront condominiums would offer 327 units of impeccably designed dwellings. It would be positioned as *The Address* of Kota Kinabalu Waterfront Lifestyle Homes. Each waterfront condominium will be furnished with refined kitchen cabinets complete with appliances, wardrobes and luxury sanitary ware and fittings. The sea view master bathrooms will be furnished with elegant bathtubs overlooking the mesmerizing sea view.

E'Island Lake Haven, Puchong

- The development of E'Island Lake Haven Residence in Puchong is targeted to first-time home buyers around Puchong South, Putrajaya and Cyberjaya.
- The development, which has an affordable pricing range, will not only help young families owning their first property, but will also assist to stimulate the construction industry, creating job opportunities and boosting the State's economy.
- Upon completion of the development, which will eventually house 1,140 units or an estimated population of 4,560 people, it will help generate additional consumer demand and encourage other related economic activities in the neighborhood of Putra Perdana Puchong.

E'Island Lake Haven, Puchong

One Jesselton Waterfront, Kota Kinabalu

Permas Centro, Johor Bahru

The development of 99 units of three and four stories was completed and handed over to buyers in July 2017.

As of May 2020, the development has an occupancy rate of 70% with businesses ranging from cafés, restaurants, galleries, retail, entertainment arcade, education institutions and services providers.



Sustainability Statement

(CONT'D)

#GBGforenvironment

Global warming and extreme climate changes have caused droughts leading to water shortages, forest fires and massive floods that can cause casualties to affected communities each year. In line with the global agenda towards a greener and sustainable country, GBG is committed towards promoting environmental sustainability, focusing on delivering sustainable developments, enhancing a sustainable society and cultivating a green and safe corporate culture. We continue to take proactive measures in minimising environmental impact through efficient management of our operations in the areas of energy efficiency, responsible waste management and green environment commitment towards promoting environmental sustainability.

Why it matters:

- Our commitment to support the climate change global agenda towards a greener and sustainable country
- Increasing the level of awareness amongst stakeholders and general public to protect the Environment
- For our future investments and sustainable developments
- For our future generation



GBG's Key Focus:

Waste Management

GBG's main business activity is the construction of infrastructures and buildings, and we are aware of its impact on the environment, including waste generation, which results in increased operating expenses to appropriately dispose-off the waste generated. In addition, we practice recycling of materials and re-use them before its eventual disposal as part our routine operations. However, we note that this approach is not applicable to Hazardous / Scheduled Waste management which has a storage limitation period prior to disposal.

Our key focus as a Group is to responsibly manage our waste generation and disposal practices which can lead to cost savings. An activity held during the year to promote and educate employees on the importance of recycling and responsible waste disposal is shown in the photo below. All of these are part of our commitment and contribution towards the environment for the benefit of our future generation.

Sustainability Statement

(CONT'D)



■ Waste bins to recycle were placed at project sites



■ Recycling and waste segregation area at site office



■ Waste Segregation area at PPSAS

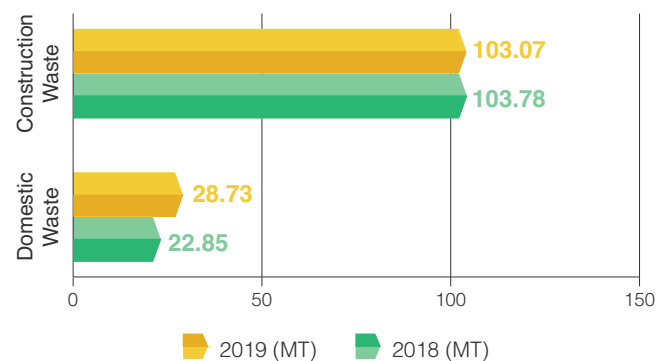
In 2019, we participated in Solid Waste Corporation's event and was successfully recognized as a strategic partner to the organisation. It is pertaining to the promotion of waste segregation at construction sites. Full commitment and teamwork enabled the event to be successfully implemented.

GBG Waste Generation

Type of waste	2018 (MT)	2019 (MT)
Domestic Waste	22.85	28.73
Construction Waste	103.78	103.07

“
Our key focus as a Group is to responsibly manage our waste generation and disposal practices to ensure a cleaner environment
”

Waste Generation



■ Waste data has been kept at the optimum stage where we aim not to exceed 120MT per year

Sustainability Statement

(CONT'D)

Energy Management

GBG is implementing energy saving initiatives aimed at reducing energy usage across our business operations. As a start, we monitor and track our energy usage in our office by installing energy saving equipment and devices beside to cultivate the “save energy” culture amongst our staff. When it comes to energy saving initiative, a minor change can have a substantial impact to the environment. By turning off the lights in vacant rooms or turning off the air conditioning units during lunch hours can help us reduce our non-renewable energy which in turn reduce the carbon footprint.

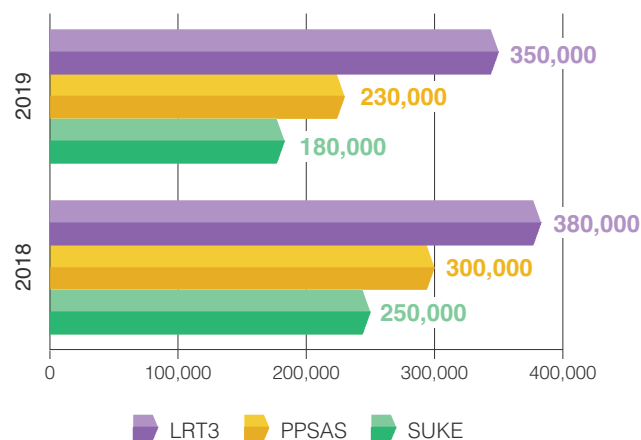
We believe that by cultivating this culture amongst our staff, they will practice energy saving habits in their daily lives, including at home. Such behaviors can have a ripple effect to the bigger goal of conserving energy.

We note that optimizing energy consumption across our projects will not just result in cost savings in the long run but will also be as part of our commitment to minimizing carbon footprint.



■ Green initiative at the Pusat Pentadbiran Sultan Ahmad Shah (“PPSAS”)

Electricity usage:kWh



■ Our carbon emission was reduced by 18% in 2019 following the energy saving practice in each of our projects

Biodiversity

We acknowledge the critical need to conserve our environment for our current and future generations. Therefore, we continue to increase our efforts in maintaining and conserving our ecosystem and biodiversity through landscaping, conservation of native species, habitat protection and tree planting. For our new development or projects, we continue to maintain and conserve our ecosystem and biodiversity through landscaping and tree planting to leave a positive impact in the locations we operate. For our new development or projects, we continue to maintain and conserve our ecosystem and biodiversity through landscaping and tree planting to leave a positive impact in the development areas that we operate.

Sustainability Statement

(CONT'D)



■ GBG received an award as a strategic partner in Waste Management with Solid Waste Corporation (SWCorp)

Initiatives & Performance

Property

GBG Property is committed to conserve the environment. Every new development is given emphasis on the following aspects:

Water Pollution

- Implementing the full Environment Management Plan (EMP) and Erosion and Sedimentation Control Plan (ESCP)
- Surface wastewater control; control of the perimeter drainage shall be provided at the project site before any earthworks are carried out. In addition, any surface runoff emission from the project site of groundwork is not allowed to be discharged directly into any watercourse unless it has undergone sedimentation or flushed into the sediment pond first
- Any domestic sewage from the site offices or workers' accommodation quarters shall comply with Standard {A / B}, Second Schedule, Environmental Quality (Sewage) Regulations 2009 before being released to any watercourse
- Protect water habitat and minimize biodiversity loss
- Prevention of subsequent pollution into water catchment areas



- Overall site development of E-Island Lake Haven, Puchong
 - ▣ Site clearing and earth works been carried out without compromising the natural beauty of the surrounding lakes with strict implementation of Environment Management Plan (EMP) and Erosion and Sedimentation Control Plan (ESCP)

Sustainability Statement

(CONT'D)



■ Setting up of site offices which comply to safety & health regulations

Noise Pollution

- Actions taken in controlling noise risks and noise exposure should include consideration of the choice of appropriate work equipment emitting the least possible noise. Equipment used at our work site come with various models which are designed to control excessive noise exposure
- Site working hours always adhere and comply to local council requirements to minimize disturbance to surrounding residents
- Minimize health hazards (for example occasional headache, stress and anxiety etc) due to long term exposure to noise pollution

“ Equipment used at our work site come with various models which are designed to control excessive noise exposure. ”

■ Drip plates below pile rig to prevent ground pollution.



Ground & Soil Pollution

- Machineries are frequently checked for oil leaks to prevent soil and water pollution
- Machineries with high leaking occurrence will be timely repaired and promptly replaced accordingly
- Drip plates are placed below machineries to minimize spills to the ground
- A proper bund wall with concrete cement is provided for diesel skid tank

Erosion Sedimentation Control

On-going practices implemented at our worksite include:

- Building a temporary earth drain to prevent water and silt seeping into the building basement
- Cleaning the drainage system periodically
- Silt trap being used during construction period
- Covering the slope with plastic sheets during construction period
- Adopt green concept on permanent retention wall
- Avoid contamination to surrounding water courses
- Prevent slope erosion to avoid mishaps and rectification works

Sustainability Statement

(CONT'D)

Responsible Consumption & Production

The company adopts the following operating processes and practices: -

For corporate office:

- Basic environmental waste elimination control (REDUCE, REUSE & RECYCLE) has been implemented at the offices. The above 3Rs posters has been put up on the notice boards as well as the critical common office areas i.e. photocopier, light & air-cond switches, dustbin etc to promote 3Rs awareness amongst the staff
- Reduce paper usage by storing through digital files to save paper and office space
- Cost savings on administration costs
- Minimise the amount of waste disposal
- Easier retrieval, enhanced security and improve regulatory compliance

For development / project sites:

- Compact Sub-Stations from permanent power supply being used for site operation and site office. The usage of conventional Gen Set has been reduced thus greatly reduce the CO2 emission and noise pollution
- Using recyclable aluminium moulds instead of conventional plywood and timber for concrete casting work
- Adopt the Green Technology in the development projects i.e. Rain Water Harvesting system, Home Automation system, Security Access system via Bluetooth, retaining wall system filled with greenery
- Reduce greenhouse gas emissions that contribute to global climate change
- Minimise the amount of waste disposal
- Convenience and low maintenance cost to the users / residents
- Reduces greenhouse gas emissions that contribute to global climate change



■ Home Automation System - Security Access via Bluetooth



■ Retaining wall system filled with greenery

The above features have been adopted for The Peak and E'Island Lake Haven projects in 2018 and 2019.

Sustainability Statement

(CONT'D)

#GBGforSociety

Light Rail Transit 3

Light Rail Transit 3 project, which is part of the Land Public Transport Masterplan of the Land Public Transport Commission will provide connectivity to the western part of Greater Kuala Lumpur / Klang Valley.

Connectivity of cities

This project is expected to benefit 74,000 passengers and 500,000 residents across the alignment by improving connectivity and reducing traffic congestion. It is also expected to strengthen communities in Petaling Jaya, Shah Alam and Klang by promoting mixed-use real estate development around its stations.

Less traffic congestions

Ten of the stations on the line will be equipped with parking areas accommodating approximately 6,000 cars. The trains will move at a maximum speed of 80km/h and be capable of transporting up to 36,720 passengers an hour.

The LRT3 will have 26 stations, 5 of which will be integrated stations to provide an enhanced transport link to commuters.

Pusat Pentadbiran Sultan Ahmad Shah, Kuantan (PPSAS)

PPSAS is envisioned to be the new landmark for Pahang and the architecture references the state's identity. The building's key idea is to heighten the sense of patriotism and pride for its people reflected by the most befitting source of inspiration i.e. the Pahang's Coat of Arms.

■ Pusat Pentadbiran Sultan Ahmad Shah, Kuantan (PPSAS)



Sungai Besi - Ulu Kelang Expressway (SUKE)

Malaysia has an annual population growth of 1.4%. As a growing country with exponential growth in the volume of people to the volume of traffic congestion with inevitably 6% to 8% traffic growth projected annually in the city, there is an estimated 200,000 vehicles daily causing the traffic gridlocks on MRR2. Through the SUKE Highway, travelling time is cut down by 50 minutes and lessen fuel consumption by RM7 per day. It is designed to give a smooth journey of speed up to 80 kilometers per hour. SUKE aims to be a more viable alternative to MRR2 by minimizing traffic congestion in Cheras, Pandan Indah and Ampang. SUKE is expected to reduce 30% traffic congestion at MRR2 during peak hour. Users will literally rise above the infamous Cheras's traffic gridlock at the Cheras Kajang Interchange which will provide traffic relief to those who have been enduring this congestion for years.

SUKE's presence in the heart of the city will be a great benefit to the communities within its surrounding areas. It will provide greater convenience by being a bridge that bring people closer socially.

■ Sungai Besi - Ulu Kelang Expressway (SUKE)



■ Light Rail Transit 3 (LRT3)



Sustainability Statement

(CONT'D)

Corporate Social Responsibility

Giving back to the Society

Since the start of the year, many are living in the state of economic uncertainty and with another year of profiting from our projects, we have donated 0.6% of our profit after tax for the donation to the good and worthy cause.

Programme	RM'000
Charity concert "Yannick Bovy celebrates 100 years of Nat King Cole"	100
Donation for Intense Autism Awareness and Fundraising Campaign	60
Gifts for safety day and jersey	34
Contribution for Pertubuhan Seni Anak Sabah and Pertubuhan Kebajikan Sukan	18
Blood donation campaign and social programme	22
Total	234

During the year, a donation of RM60,000 has been made to National Autism Society of Malaysia for Intense Autism Awareness and Fundraising Campaign in year 2019.

National Autism Society provides a range of support services to assist people living with autism which refers to conditions characterized by challenges with social skills, repetitive behavior, speech and nonverbal communication, especially children and family members so that they can reach their full potential, participate in their communities, and lead a meaningful life with dignity.

National Autism Society of Malaysia, Kuantan was set up in 2005 under the umbrella of the National Autism Society of Malaysia. It was the first autism centre in the East Coast. It has 2 centres, namely Early Intervention and Pre-Vocational/Vocational Programme serving 60 children who come daily for intervention and 70 children come from Pahang, Johor and Terengganu on a weekly or fortnightly basis for intensive occupational therapy and behavior modification. It also consists of fourteen teacher and two fully qualified occupational therapist. Among the programmes taught are living, reading, writing, mathematic, self help and social skills.

On 5 October 2019, donation has been made to Yayasan MRCB of RM100,000 for the "Yannick Bovy Celebrates 100 Years of Nat King Cole" charity concert held at the Istana Budaya, Kuala Lumpur which was attended by more than 700 guests.

The proceeds were used to help the underprivileged students and needy communities such as refurbishment of schools' facilities, providing educational assistance in the form of tuition classes, UPSR workshops, back to school programme and providing one-year free meals to underprivileged students.

Appreciation from
Yayasan MRCB



■ National Autism Society of Malaysia (NASOM), Kuantan



■ Sports day for the NASOM centre



Sustainability Statement

(CONT'D)



■ Ir. Bakri receiving the token of appreciation from Yayasan MRCB

GBG Relief Fund

On 8 May 2020, the Group Chief Executive Officer initiated the setting up a GBG Relief Fund to help the poor and needy to overcome the impact of the economic crisis brought about by the Covid-19 pandemic. Accordingly, countless wage earners undergo a pay-cut or worse still lose their jobs due to retrenchment.

The fundraising exercise for the relief fund is to be collected from the Group's employees, with a desired target contribution amount of approximately RM50,000 to support around 300 families through the provision of ample food supplies and basic necessities to last for about 14 days per family.

This relief fund initiative will not be the last and more opportunities in the future for employees to contribute meaningfully when the occasion arises for us to manifest our compassionate spirit towards the less fortunate.



■ TEAM GBG organized Program Jelajah Sains bersama Rumah Amal Budi Bistari in November 2019

Going back to school

Going back to school is an exciting time for many children. Unfortunately, there are some family who cannot afford basic schooling items which is a necessity for families with school going children.

GBG has taken these opportunities to demonstrate its love and care to them by contributing uniforms, shoes, socks and stationeries items to bring joy to them.

CSR is a programme to reach out and fulfill the needs and wants of the community.

The programme is to provide exposure and introduction of science to stimulate the interest of children in science and understanding of science concepts.



Sustainability Statement

(CONT'D)



2 November 2019 -
Donation to Rumah
Amal Budi Bistari at
Shah Alam

16 December 2019 -
Program Kembali ke
Sekolah dan Gotong
Royong bersama
Pusat Jagaan Cahaya
Kasih Bistari @ Kg
Melayu Subang, Shah
Alam, Selangor



5 December 2019 - Blood Donation at GBG Head Office, Kota Damansara

Sustainability Statement

(CONT'D)

#GBGforemployee

GBG scored a major hallmark by winning at the Malaysian Best Employer Brand Awards for 3 continuous years from 2017, 2018 to 2019.



I believe that our young talent is our competitive advantage. They are our assets and key drivers of positive growth to our organization. The dynamic and diversified talent pool has been instrumental to our successful transformation journey so far. Our talent pool is groomed to be resilient, to withstand any economic headwinds and are able to adapt to the challenges and emerge stronger. Our Team GBG is given equal opportunities and are fairly treated, to sustain the momentum to reach greater heights in our business growth.

DATO' AZIZAN BIN JAAFAR
GROUP CHIEF EXECUTIVE OFFICER

Women at work



RECRUITMENT

Equal opportunities to all candidates regardless of gender



TRAINING

All employees are given the opportunities to assess the yearly training needs



CAREER DEVELOPMENT

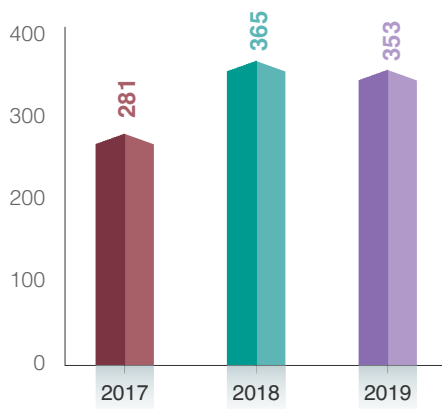
41% of our middle management comprises women

GBG has no discrimination towards the hiring of women at work and maintained at least 30% of women workforce for the past 3 years. The percentage of women in management and top management levels continues to show increasing trends.

Sustainability Statement

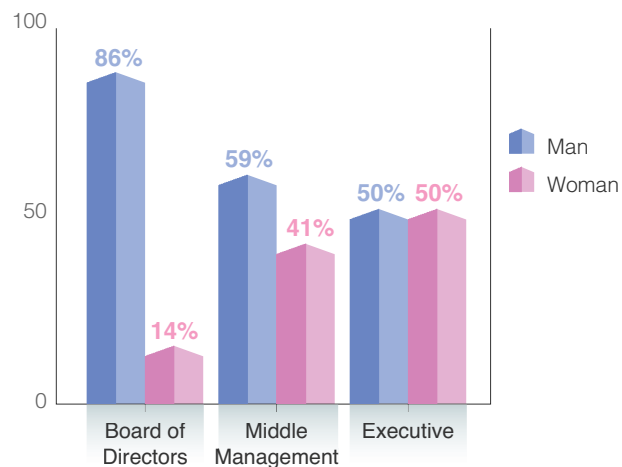
(CONT'D)

Work Force Growth



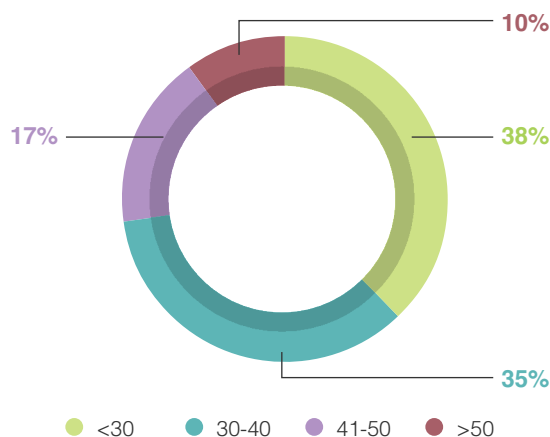
■ The Group has a workforce growth of 20 - 23% since 2017 due to business expansion

Gender



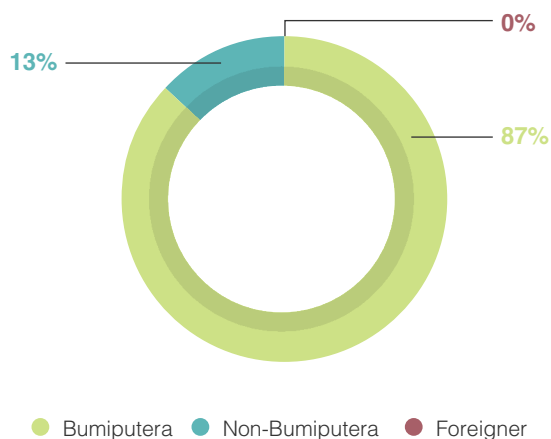
■ Our middle level management and the executive level employees comprises more than 30% women workforce

Age Group



■ The Group has a relatively young work force with 38% of the employees below the age of 30 years old. We have been the choice employer for the graduates and aspiring talents for the last 3 years in a row

Workforce Breakdown by Ethnicity



■ 100% of our employee workforce are locals. Workforce diversity is an essential element of our competitive advantage effort in growing our talent in-house for effective succession planning and in the grooming long service employees. We, at GBG do not discriminate on gender, age and ethnicity. GBG continues to focus on initiatives that promote equal opportunities for men and women of all ages

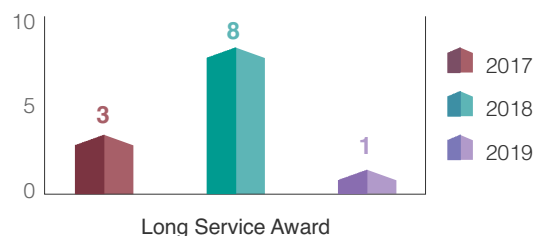
Paternity leave	GBG recognises that male employees appreciate the time spent with their newborn babies. Two days of paternity leave are offered to new fathers to support their spouse and bonding with their newborn
Extended maternity leave	GBG has allowed the employees an option to enjoy an additional 30 days of unpaid maternity leave
Care for working personnel	GBG offer designated car parks and escort assistance by the security office especially if there are staff leaving the office late

Sustainability Statement

(CONT'D)

Long Service Awards (2017 – 2019)

Our company has established 12 long service awards for the employees with 10 or 20 continuous years of service from year 2017 to 2019. It encourages our staff retention rate and also boost the employees' morale.



In GBG's policy, we have training needs analysis annually and allocate the training sessions based on the depth of the training required and how the course would enhance the job performance of our employee in order to stay relevant and competitive.

Training Subject (External Training)	No of Participants	Male	Female
QLASSIC Assessor Course	6	2	4
Company Secretaries Training Programme Significant 2.0	1	0	1
Certified Inspector Sediment and Erosion Control	1	0	1
Empowering Site Safety Managing Skills (ESSMS)	1	1	0
Mastering Extension of Time Claims	3	3	0
Good Housekeeping for Construction Sites (GHCS)	2	2	0
Safe Operation & Work in Construction Industry (SOWCI)	2	2	0
EIA Seminar (CPD) - Our Environmental, Our Future Seminar	3	2	1
Crane Lifting Safety Management (CLSM)	1	1	0
Employment Act 1955 & Regulations	1	0	1
EIA Seminar - Hand on Design of Erosion & Sediment Control Plan (CPD)	2	0	2
Scaffold Erector Level 1	1	1	0
The Inaugural Women In Rail Malaysia Leadership Conference 2019	2	0	2
Construction Progress Monitoring, Variation & Change Management	2	0	2
Instructions, Variations & Claims I	2	0	2
Project Delays & Extension of Time (EOT) I	1	0	1
Construction Safety & Health Officer (CSHO)	2	2	0
Integrated Management on Ergonomics, Manual Handling & Back Pain Issues (IMEMHBP)	2	2	0
Taklimat Keselamatan Sistem Pengagihan Gas	2	2	0
Raising Defenses: Section 17A, MACC Act	1	0	1
MIA Conference 2019	2	1	1
Basic Rigging, Slings And Lifting	1	1	0
Better Communication & Business Writing Skills That Works	2	1	1
Ms Project	3	2	1
Seminar Transformasi Pengurusan Strata Siri 1	1	0	1
Safety Awareness	1	1	0
Malaysia Property Taxes: Practical Issues and Insights	1	1	0
Auto CAD Intermediate	1	0	1

Sustainability Statement

(CONT'D)

Training Subject (In-house Training)	No of Participants	Male	Female
Personal Effectiveness for Performance at Work	30	19	11
Creative Problem Solving and Decision Making	30	19	11
Corporate Grooming & Social Etiquette	30	19	11
Adaptability to Organization	30	19	11
Fire Risk Awareness Briefing	30	18	12
ISO 9001 Awareness - Implementing ISO 9001:2015 and QMS in Construction	30	19	11
Internal Quality Auditor - Auditing the ISO9001:2015 QMS in Construction	30	20	10
ISO 45001 Awareness Training	25	13	12
ISO 45001 Auditor Training	28	18	10
The Understanding of LRT3 Conditions of Contracts	37	23	14
Winning Attitude for Breakthrough Performance	16	14	2
Solid & Scheduled Waste Management	18	11	7
ERP Training (Basic Fire Fighting)	30	20	10
Working at Height Awareness	15	15	0
Scaffolding Awareness	20	19	1
Safety In Confined Space	18	18	0
Lifting Supervisor & Basic Rigging, Slings and Signaller	13	13	0

Respecting Human Rights

Whistleblowing policy

GBG upholds human rights across our Group's operations and commits to no exploitation of workers and communities, no forced labor, no child labor, no slavery, no human trafficking, no sexual exploitation, provision of equal opportunities, with any potential irregularities duly reported via the whistleblowing channels.

The mandatory requirements of our policies and practices on human rights are extended to our entire workforce including our security personnel and contractors operating within our operating units through proper training awareness programmes.

GBG encourages employees to report any possible violation of the human rights which will then be investigated internally, referred to police, auditor, or independent inquiry team.

Working hours

Working hours for our workforce are compliant to national laws and industry standards. Overtime is voluntary and shall not exceed the limitations provided in the employment law. The Company also practices health and safety safeguard when overtime is performed by the employees.

Sustainability Statement

(CONT'D)

TEAM GBG for Employees

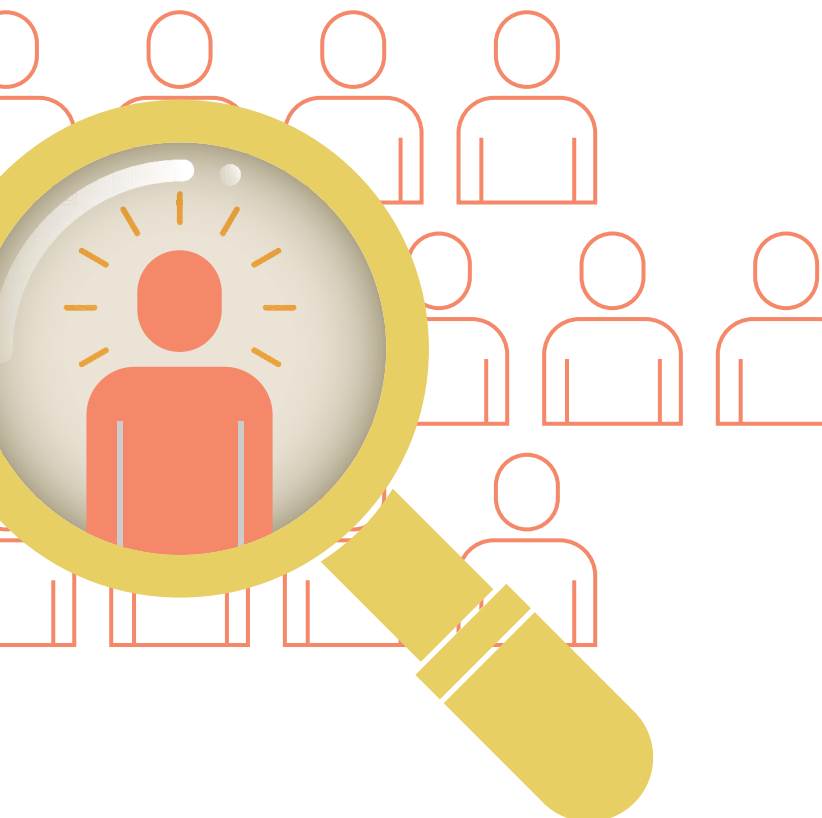
GBG truly understands the employees' both physical and psychological needs like the saying goes "All Work and No Play Makes Jack a Dull Boy". Therefore, GBG organizes regular sports and recreational programmes to recharge the employees through fun and joyous activities that stimulate positive energy.



■ 6 December 2019 - Football Game @ Little League Soccer, Solaris Mont Kiara, Kuala Lumpur



■ 9 January 2020 - Biodegradable Fun Run 2020 @ Dataran DBKL, Kuala Lumpur



■ 28 February 2020 - Bowling Night @ Wangsabowl, One Utama, Bandar Utama

Sustainability Statement

(CONT'D)

#GBGforoperation

Contributing to a Better Society – Safety, Health and Wellness

Health and Safety performance and overall well-being of our employee and society is important and is one of material sustainability for GBG. Our employees are the most valuable asset and we continuously protect their wellbeing at the workplace and nurture their career development.

Promoting Healthy & Safe Workplace



EYE PROTECTOR



RESPIRATOR



EAR PROTECTOR



SAFETY GLOVES



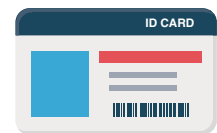
HARD HELMET



HIGH VISIBILITY JACKET



SAFETY BOOT



ID CARD

Sustainability Statement

(CONT'D)

COMPANY STATEMENT TOWARDS OSH

GBG promises a safe and healthy workplace to all employees. An aligned Occupational Safety & Health Management System (OSHMS) procedures, standards and guidelines are enforced to ensure a safe & healthy working environment to avoid zero fatalities and zero permanent disabilities across all GBG sites.

Safety, Health & Environment (SHE) performance review is carried out to avoid occurrence or re-occurrence of incidents. Our commitment to safety is shared across all levels and project sites.

GBG strives to achieve our OSH objective at all project sites: -

- I. To achieve an average score of 70% on monthly safety and health inspection per year per project
- II. To ensure 100% attendance of staff for a CIDB Green Card Induction per year per project
- III. To achieve zero (0) fatalities and zero (0) permanent disabilities per year per project

TOP MANAGEMENT COMMITMENT TOWARDS OSH

Responsibilities and authorities are assigned and communicated to: -

- a) Ensure OSHMS conforms to ISO 45001 requirements
- b) Ensure SHE best practices are being implemented, maintained and monitored
- c) Collecting, analysing and maintaining statistical analysis of occupational injuries or diseases
- d) Report OSHMS performance

EMPLOYEES COMMITMENT TO SHE REQUIREMENTS

- a) Comply to ISO 45001 requirements
- b) Follow employer's instructions and cooperate with employer
- c) Aware & report safety and health hazards
- d) Wear Personal Protective Equipment (PPE)



Sustainability Statement

(CONT'D)

We are committed to create a healthy, safe and conducive working environment for our employees. We want to provide our employees with more than just a job but an opportunity to thrive and develop their skills in building positively their career.

We are COMMITTED to the establishment of OSH POLICY: -

- Provide safe & healthy working conditions
- Fulfill legal and other requirements
- To eliminate hazards and reduce risks
- Continuous improvements
- The consultation and participation of workers
- Provides framework for setting OSH objectives



PERCENTAGE (%) OF WORKPLACE INSPECTION FOR ALL PROJECT SITE FOR YEAR 2019

Monthly Workplace Inspection

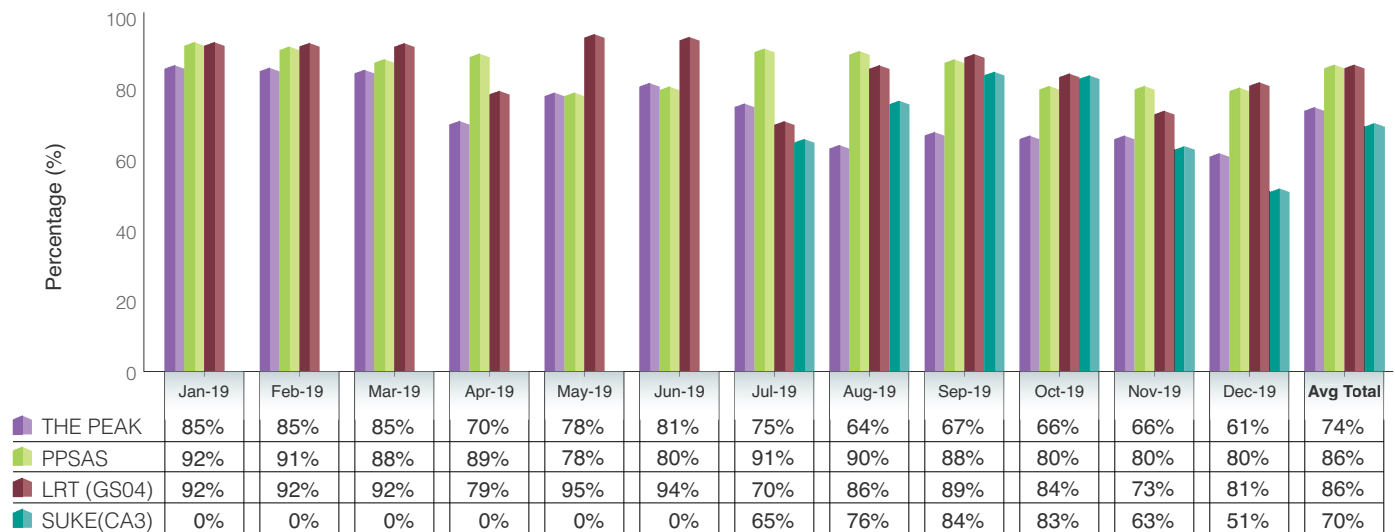


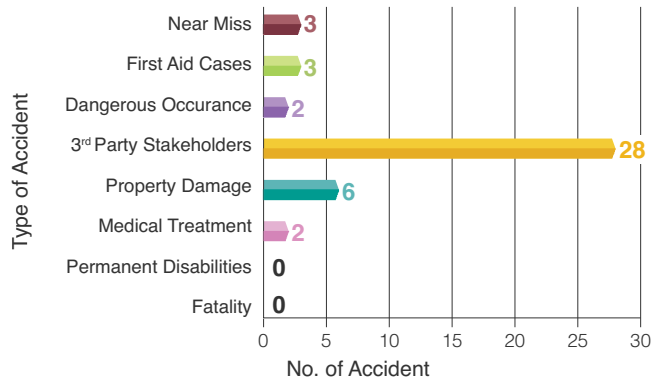
Table above shows that all projects achieved **above 70% score for workplace inspection in 2019**. Apart from this, we can ensure that our worksite have fully implemented the OSH through the monthly inspection endorsed by competent Safety and Health Officer ("SHO"). GBG provides a safe workplace condition and thoroughly investigate any hazards identified at workplace to protect the employees and prevent any near miss or accident.

Sustainability Statement

(CONT'D)

STATISTICS OF ACCIDENT/ INCIDENT REPORT FOR YEAR 2019

Accident / Incident Cases At All Project FY 2019



From the statistical data above, GBG recorded **zero (0) fatality and zero (0) permanent disabilities** for all projects site in 2019 which in turn achieved our OSH objective. However, if there was any report of near miss at the workplace, these near miss reports were analysed and the root cause ascertained. Following on, the prevention of unsafe act and unsafe condition at our workplace were disseminated to all levels and staffs for implementation and continuous improvement.

Based on the bar chart above, 3rd Party Stakeholder (property damage & public) is the highest incident which occurred at our project site SUKE CA3. However, this is due to the project location site being in the middle of an extremely busy road. However, immediate action and corrective action plan was implemented and monitored to reduce the incident cases such as incident investigation by all parties to rectify the problem and avoid future unwanted event.

What we do to achieve: -

- Conduct OSH awareness, training & competency for staff
- Promoting OSH Campaign such as You-See-You-Act (UCUA) Campaign, Blood Donation Campaign & etc
- Engagement and involvement with authorities as a witness of OSH activities carried out such as BOMBA, DOSH & MOH

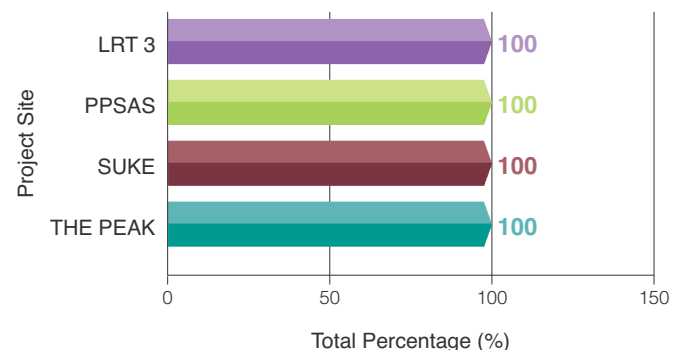
TOTAL MANHOURS AND TARGET AT ALL PROJECT SITE UP TO YEAR 2019

PROJECT	TOTAL MANHOURS	TARGET
THE PEAK	4,446,834	4,000,000
SUKE CA3	1,461,230	1,000,000
SUKE TP1	287,270	1,000,000
PPSAS	1,530,850	1,500,000
LRT 3 (GS04)	1,932,920	1,500,000

The table above indicates **all project sites are in progress to achieve the target of zero Lost Time Injury (LTI)**. The target was carried forward in year 2019 to achieve OSH objective by each site project.

PERCENTAGE OF STAFF WITH A VALID CIDB GREEN CARD AT ALL PROJECT SITE FOR YEAR 2019

Percentage Of Staff With A Valid Cidb Green Card (%)



From the chart above, it is shown that all project sites achieved **100% staffs who attended the green card class and earned a valid CIDB membership**. All staffs at project site shall require a valid CIDB card to enter the site. By that way, all staffs are in compliance with GBG OSH requirements and thus achieved our OSH Objective for year 2019

Sustainability Statement

(CONT'D)

Action taken by SHE Department to reduce risks at workplace:

1. Eliminate any hazard identified at our workplace and this is taken as a priority in a hierarchy of control
2. Identify the people at risk and monitor the work activities whether high, medium or low risk in order to carry out the risk assessment
3. Evaluate, remove and reduce risks at workplace by providing protection in terms of a safe condition and ensure safety measures taken so that all employees, visitor or any person at workplace are shielded from harm
4. Record all activities, plan the SHE programmes and train all employees, visitor or any person workplace to increase their awareness and knowledge on OSH management system and OSH implementation
5. Review the OSH management system periodically to ensure the system is updated and maintained including the legal and other requirements

OSH TRAININGS & PROGRAMMES FOR YEAR 2019 HEADQUARTERS (HQ)

No.	List of Trainings (In House)	Training Provider	Date
1.	Fire Risk Awareness Briefing	FPC Fire Prevention Centre	24.01.2019
2.	ISO 45001:2018 Awareness	KBH Management S/B	14.02.2019
3.	ISO 45001:2018 Internal Audit	Sysnovate Solution S/B	26.02.2019
4.	Fire Fighting & ERP Training	Cert Academy S/B	14.10.2019

No.	List of Trainings (In House by Competence Person)	Date
1.	Working Safely at Height (WAH) Awareness	24.01.2019
2.	Scaffolding Awareness	29 - 30.11.2019
3.	Safety in Confined Space	06.12.2019
4.	Lifting Supervisor	23.12.2019
5.	Basic Ringging, Slings and Signalman	24.12.2019

No.	List of Programmes	Date
1.	Safety and Health Day 2019	16.04.2019
2.	Road Safety Campaign 2019	16.04.2019
3.	Blood Donation Campaign 2019	05.12.2019
4.	5S Implementation	Monthly Basis
5.	You-See-You-Act Campaign	Quarterly Basis
6.	Internal Audit ISO 45001:2018	18.03.2019 - 12.04.2019
7.	External Audit ISO 45001:2018 by CI International S/B	25 - 27.06.2019
8.	1 st Stage External Audit ISO 45001:2018 by SIRIM	14 - 15.11.2019

Sustainability Statement

(CONT'D)



**Award Certification
CERTIFICATION ISO
45001:2018 BY CI
INTERNATIONAL SDN BHD**



**CERTIFICATION SHASSIC
ACHIEVEMENT 5 STARS
BY CIDB**



**CERTIFICATION SHASSIC
ACHIEVEMENT 4 STARS
BY CIDB**












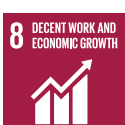





**CERTIFICATION BEST
PRACTICE SOLID WASTE
MANAGEMENT BY
SWCORP**

Sustainability Statement

(CONT'D)

UN SUSTAINABLE DEVELOPMENT GOALS INDEX

Project	Project Description	UNSDGs
E'Island Lake Haven	<p>E'Island Lake Haven undertakes various measures to make sure the lake's water habitation is protected and clean water flows nearby its surrounding projects.</p> <p>Use of technology to improve the cost and time and therefore improve the well-being of the residents.</p>	  
Corporate Social Responsibility and GBG's policy	<p>GBG undertakes various CSR programmes during the year to give back to society.</p> <p>GBG has maintained a 30% women at work over the last 3 years.</p>	 
SUKE highway / LRT3	Large infrastructure projects have improved the connectivity of the cities and communities	
Construction waste / Energy saving	<p>Waste management at the construction sites has helped to reduce the impact to the climate action.</p> <p>Carbon emission reduced by 18% in the year 2019</p>	 
Profitability	GBG has achieved yet another year of profit which will be part of the macroeconomic growth and provide the employment opportunities to the market.	
Pusat Pentadbiran Sultan Ahmad Shah ("PPSAS")	PPSAS is an iconic infrastructure which references the state's identity which will instill the patriotism to the state government.	
One Jesselton Waterfront	Gabungan AQRS Berhad entered into a joint venture agreement with Suria Capital Holdings Berhad, to develop the 6.28-acre One Jesselton Waterfront into a mixed used development comprising a shopping mall, 4-star hotel and spa, serviced residences, luxury condominiums and an office tower.	 
Donation	Donation has been made to underprivileged and needy community for providing food and education such as Nasom Kuantan and Rumah Amal Budi Bistari at Shah Alam.	 
Anti-Corruption Policy	GBG implemented the Anti-Corruption Policy during the year which is effective from 1 June 2020 to comply with the requirement of the Section 17A of the Malaysian Anti-Corruption Commission Act.	

Sustainability Statement

(CONT'D)

GRI CONTENT INDEX

General Disclosure

GRI Standards Disclosure		Page	Reference / Response
Organisation Profile			
102-1	Name of the organisation	06	Gabungan AQRS Berhad
102-2	Activities, brands, products and services	06	About Gabungan AQRS Berhad
102-3	Location of headquarters	07	www.gbg.com.my
102-4	Location of operations	07	Our businesses & locations
102-5	Ownership and legal form	07	A public limited liability company, incorporated and domiciled in Malaysia, Company No. 201001028608 (912527-A)
102-6	Markets served	06	About Gabungan AQRS Berhad, construction and property
102-7	Scale of the organisation	46 - 48	Our sustainability highlights
102-8	Information on employees and other workers	69	Workplace – Our workforce
102-9	Supply chain	06, 53	Responsible Supply Chain
102-10	Significant changes to the organisation and its supply chain	06, 53	
102-11	Precautionary Principle or approach	105 - 107	Annual Report 2019: Statement on Risk Management and Internal Control
102-12	External initiatives	78	Construction certification
102-13	Membership of association	78	CIDB / ISO / Solid Waste Organisation
Strategy			
102-14	Statement from senior decision-maker	45	Message from Group Chief Executive Officer
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behaviour	50	About Gabungan AQRS Berhad; Our path to sustainability; Ethical Business Conduct
102-17	Mechanisms for advice and concerns about ethics	71, 86 - 87	Grievances & Whistleblowing; Policy available at www.gbg.com.my
Governance			
102-18	Governance structure	08, 50	Our Sustainability Governance & Annual Report 2019

Sustainability Statement

(CONT'D)

GRI Standards Disclosure		Page	Reference / Response
Stakeholder Engagement			
102-40	List of stakeholder groups	53	Our Stakeholders
102-41	Collective bargaining agreements	71, 78	Freedom of Association and Collective Bargaining
102-42	Identifying and selecting stakeholders	53	Our Stakeholders
102-43	Approach to stakeholder engagement	53	Our Stakeholders
102-44	Key topics and concerns raised	54	Our Stakeholders
Reporting Practice			
102-45	Entities included in the consolidated FS	55, 124 - 132	About this Sustainability Statement; Economic Performance; Annual Report 2019
102-46	Defining report content and topic Boundaries	44	About this Sustainability Statement
102-47	List of material topics	46 - 48	Our material topics
102-48	Reinstatements of information	55, 59, 60, 69	Our data
102-49	Changes in reporting	46 - 48	About this Sustainability Statement
102-50	Reporting period	44	Our Material Topics
102-51	Date of most recent report	44	About this Sustainability Statement
102-52	Reporting Cycle	44	About this Sustainability Statement
102-53	Contact point for questions regarding the report	07	Corporate Information
102-54	Claims of reporting in accordance with the GRI Standards	44	About this Sustainability Statement
102-55	GRI content index	80 - 85	GRI Standards 2016 Content Index
102-56	External assurance		To be applied in the future
Economic Performance			
GRI Standards Disclosure		Page	Reference / Response
103-1, 103-2, 103-3	Management Approach Disclosure for 'Economic Performance', 'Market Presence', 'Indirect Economic Impacts' and 'Anti-corruption' Topics		Marketplace – Economic Performance; Remuneration and Benefits, Social Welfare, Ethical Business Conduct; Annual Report 2019
Economic Performance			
201-1	Direct economic value generated and distributed	55	Economic Performance
201-3	Defined benefit plan obligations and other retirement plans	46, 96 - 97	Remuneration and Benefits; Annual Report 2019
201-4	Financial assistance received from government	15	Annual Report 2019

Sustainability Statement

(CONT'D)

GRI Standards Disclosure		Page	Reference / Response
Market Presence			
202-2	Proportion of senior management hired from local community	69	All senior management are Malaysian national; Annual Report 2019
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	55 - 57, 65	Community Development
203-2	Significant indirect economic impacts	55 - 57, 65	Community Development
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	55, 79, 87	Our Group adopts the anti-corruption measures at all operating levels which would be reviewed quarterly by the Management; Annual Report 2019 – Statement on Risk Management and Internal Control
Environmental Topics			
GRI Standards Disclosure		Page	Reference / Response
Materials			
103-1, 103-2, 103-3	Management Approach Disclosure for "Materials" Topic		Responsible Supply Chain; Product Stewardship; Resource Management – Effluent Management & Waste Management
301-1	Materials used by weight or volume	53	Responsible Supply Chain
301-2	Recycled input materials used	58 - 59	Effluent Management Waste Management
Environmental Performance			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Energy' Topic		Resource Management – Energy Balance
302-1	Energy consumption within the organisation	60	Resource Management – Energy Balance
302-2	Energy consumption outside the organisation	60, 63	Resource Management – Energy Balance
302-3	Energy intensity	60	Resource Management - Energy
Water			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Water' Topic		Resource Management – Water

Sustainability Statement

(CONT'D)

GRI Standards Disclosure		Page	Reference / Response
302-1	Interaction with water as a shared resource	62	Resource Management – Water
303-2	Management of water discharge-related impacts	62	Resource Management – Water – Effluent Management
302-3	Water withdrawal	62, 63	Resource Management – Water
Biodiversity			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Biodiversity' Topic		Environment; Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47	Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
304-2	Significant impacts of activities, products and services on biodiversity	61	Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
304-3	Habitats protected or restored	61	Flora, Fauna & Conservation
Emissions			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Emissions' Topic		Greenhouse Gas Emissions
305-1	Direct (Scope 1) GHG emissions	60	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	60	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	60	Greenhouse Gas Emissions
305-4	GHG emissions intensity	60	Greenhouse Gas Emissions
Effluents and waste			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Effluents and Waste' Topic		Effluent Management & Waste Management
306-1	Water discharge by quality and destination	61	Resource Management – Water – Effluent Management
306-2	Waste by type and disposal method	61	Waste Management
306-3	Significant spills	61	No significant spills were reported
306-4	Transport of hazardous waste	61, 63	Waste Management
Employment			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Employment' Topic		Workplace
401-1	New employee hires and employee turnover	69	Our workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	69	Remunerations & Benefits
401-3	Parental leave	69	Remunerations & Benefits

Sustainability Statement

(CONT'D)

Social Topics

GRI Standards Disclosure		Page	Reference / Response
Occupational Health and Safety			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Occupational Safety & Health' Topic		Occupational Safety & Health
403-1	Workers representation	47, 73	Occupational Safety and Health
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	75 - 76	Occupational Safety and Health
403-3	Workers with high incidence of high risk of diseases related to their occupation	75 - 76	Occupational Safety and Health
Training and Education			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Training and Education' Topic		Training and Education
404-2	Programs for upgrading employee skills and tradition assistance programs	70, 96 - 97	Remuneration and Benefits
404-3	Percentage of employees receiving regular performance and career development reviews	70, 96 - 97	Remuneration and Benefits; All our employees are subjected to annual performance appraisal.
Diversity and Equal Opportunity			
103-1, 103-2, 103-3	Management Approach Disclosure 'Diversity and Equal Opportunity', 'Non-discrimination', 'Freedom of Association and Collective Bargaining', 'Child Labor', 'Forced and Compulsory Labor' and 'Security Practices' Topics.		Our Workforce
405-1	Diversity of governance bodies and employees	69	Our workforce; Annual Report 2019
Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken		No incidents were reported

Sustainability Statement

(CONT'D)

GRI Standards Disclosure		Page	Reference / Response
Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	71	Our Employee Handbook; Freedom of Association & Collective Bargaining; No violations of right to freedom of association and collective bargaining in any of our operating units for this reporting period.
Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	71	Our Employee Handbook; Diversity & Inclusivity; None of our operating units condones use of child labour.
Forced or compulsory labor			
409-1	Operations and suppliers at significant risk for incidents of child labor	71	Our Employee Handbook; Diversity & Inclusivity; None of our operating units condones use of child labor.
Security Practices			
410-1	Security personnel trained in human rights policies or procedures	71, 74	Most of our security personnel are Auxiliary Police which are trained with GBG's policies and procedures.
103-1, 103-2, 103-3	Management Approach Disclosure for 'Human Rights Assessment' and 'Local Communities' Topics Human Rights Assessment		Community
412-2	Employee training on human rights policies or procedures	71	All our employees are made aware of our Employee Handbook
Local Communities			
413-1	Operations with local community engagement, impact assessments and development programs	65 - 67	Community
413-2	Operations with significant actual and potential negative impacts on local	64	Community; None of our operations have significant negative impacts on the local communities where we operate.