

SUSTAINABILITY STATEMENT

Sustainability Vision

GBG believes that with the growing momentum in the construction and property development activities, we strive to deliver a better tomorrow. In line with its motivation “From Good to Better, Now going to be Great”, GBG envisions a world where infrastructure development and property developments are Built Great.

We are actively managing our commitment to the Economic, Environmental and Social (“EES”) sustainability, as our mission is to build a sustainable business that is positioned for long term success.

Sustainability Development Goals

The United Nations has formulated 17 Sustainability Development Goals (“SDG”) to achieve the global challenge including those related to poverty, inequality, climate, environmental degradation, prosperity, responsible production and consumption.



Of these 17 goals, GBG has identified nine SDGs that we contribute to.

They are:-

	Ensuring healthy lives and promoting the well-being for all at all ages		Investments in infrastructure
	Quality education to improve people's lives		Cities with access to basic services, energy, housing and transportation
	Fundamental human right for peaceful world		Ensure sustainable consumption and production patterns
	Clean and accessible water to live in		Strengthen the partnership for sustainable development
	Sustainable economic growth and quality jobs		

Sustainability Governance

Our Board of Directors is ultimately responsible for the company's sustainability strategies and its performance. The Board of Directors, having considered sustainability issues as an integral part of its long-term strategic plan and essential for its continuous transformation plan to generate the right business momentum for long-term value creation to shareholders in particular and stakeholders in general.

Scope of Report

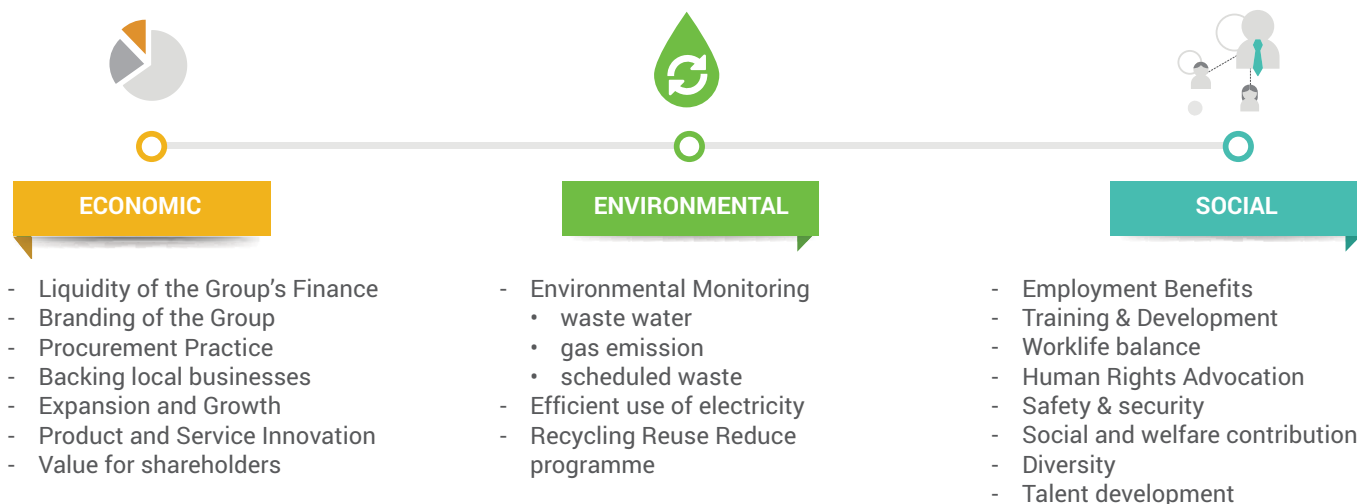
Reporting period	1 January 2018 to 31 December 2018
Reporting cycle	Annually
Coverage	This report covers only the active operating business units with focus on key risks and opportunities based on the materiality assessment exercise. Unless otherwise stated, the information presented in this Report covers only business activities in Malaysia
Reporting guidelines	Sustainable Development Goals, EES principles and Bursa Malaysia's Sustainability Reporting Guide

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Sustainability Framework

Overall, the Group focuses on the following EES Sustainability Framework as the fundamental basis to guide the sustainability policies in its day-to-day operations as follows:-



Stakeholder Engagement

Our Stakeholders are important to the Company's long-term success. Our constant interaction with many of our stakeholders has resulted in facilitation to continuously improve 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 engage stakeholders' concern through multiple forms of engagement as outlined below:-

Stakeholder Group	Issue concern	Engagement Methods
Employees	<ul style="list-style-type: none"> • Health, safety and well-being • Talent, performance and rewards • Equal Opportunity • 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

Stakeholder Group	Issue concern	Engagement Methods
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 before sourcing and engaging with contract managers • Contracts negotiation and bidding opportunities
Shareholders & Analyst	<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 	<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 	<ul style="list-style-type: none"> • Address consumers' complaints professionally • Comply with the statutory labour law • Address the NGO's concern professionally

Material Sustainability Matters

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.

Our material areas were identified based on feedbacks and views which were inputs from both external and internal stakeholders. The internal assessment was based on a 4-step approach as follows:

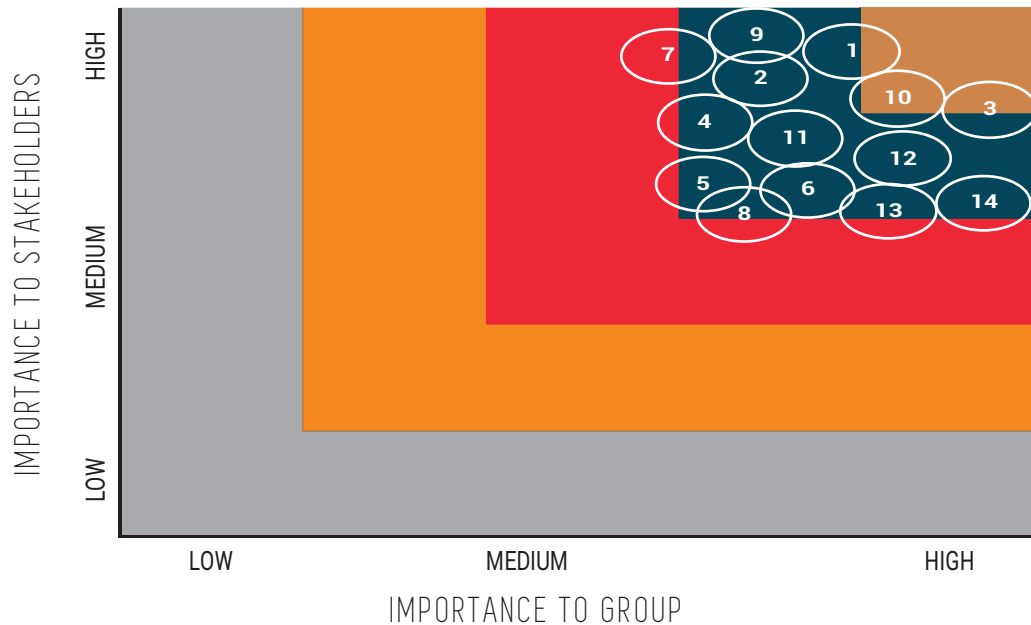
- 1) Issues identified from Key Risk Areas
- 2) Prioritization matrix employed
- 3) Review and feedback from the stakeholders
- 4) Materiality assessment

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Materiality Assessment

All essential information is gathered during our stakeholder engagement exercise. This process helps us determine, identify and prioritise the material issues in relation to our Group's business. The risk issues identified within the Heat Map will be reviewed from time to time and updated accordingly.



No.	Material issues	EES Focus
1	Tender margin outcome	Economic
2	Business opportunities	Economic
3	Business continuity	Economic
4	Regulatory compliance	Economic
5	Health and safety	Social
6	Performance driven culture	Social
7	Waste management	Environment

No.	Material issues	EES Focus
8	Employment and job opportunities	Social
9	Increasing asset value	Economic
10	Financial viability	Economic
11	Committed to delivering quality	Economic
12	Customer satisfaction	Economic
13	Responsive complaint management system	Economic
14	Corporate governance	Governance

ECONOMIC SUSTAINABILITY



Our business procurement strategy practice fully supports our Government Policy of awarding the subcontracts works to the local business and smaller CIDB Grade of contractors and purchasing materials from local suppliers.

In addition to the above, we are also actively implementing the Industrial Collaboration Programme (ICP) at various phases i.e.; the initiative by the Government to ensure best value of money on the procurement programme, as specified by the Government Policy & Guideline.

The on-going projects that are being implemented are:

- Subcontracting Programme including training
- Skim Latihan 1 Malaysia (SL1M) Programme
- Green Building Index Programme at Pusat Pentadbiran Sultan Ahmad Shah and The Peak
- Indirect Programme i.e.; collaboration with Higher Learning Institution (HLI)

The subcontractors and main suppliers are being trained on the awareness of GBGAQRS Safety, Health & Environment and Quality procedures. Their performances are evaluated annually to ensure compliance with the company ISO9001:2015 Quality Management System.

The annual review of the sub contractors' and suppliers' performance will improve quality of services and product delivery to our projects. Projects will be delivered in a timely manner by DOING THINGS RIGHT FIRST TIME AND ALL THE TIME. Optimization of resources and materials will reduce wastages and improve cost saving.

Industrial Building System (IBS)

Besides producing and supplying IBS structural elements, the construction team also has been using IBS in our Design & Build projects e.g.; schools, PPSAS, and The Peak etc.

Among the standard components used are:

- Precast beams / columns / slabs
- Staircase
- Prefabricated roof trusses / window & door frames
- Wall panels

These methods of construction have proven to improve efficiency and timely project delivery. The implementation of IBS also promotes sustainability deliverables.

This could be achieved by better control of production, environment, minimizing construction environment using efficient building material energy and stabilising works condition. These also reduce the dependency of foreign workers as the construction involved a lot of plants and machinery that are more efficient.

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Risk Management

GBG has made reference to COSO framework for effective Risk Management not only to all ongoing projects but also to cater for property development activities.

It has become a useful tool in identifying, assessing and controlling and mitigating threats to the organization and progress of the projects.

The tracking and monitoring of these risks have been carried out and tabled to the Risk Management Committee every quarterly. The risks have been reviewed at every phase of construction activities.

Hazard Identification, Risk Assessment And Determining Controls (HIRADC)

In recent years, Hazard Identification, Risk Assessment and Determining Controls (HIRADC) have become fundamental to the practice of planning, management and the operation of a business as a basic risk management methodology in the workplace and also the project site.

The organizations that have carried out risk assessment at the workplace have noted numerous changes in their working practice.

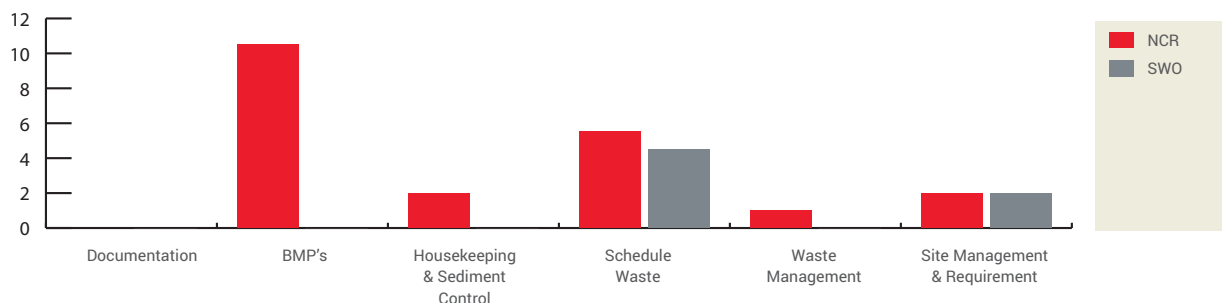
Those who have already carried out risk assessment in their work, have reported positive changes in their working practice. They recognize substandard act and working condition as they develop and take necessary corrective action.

ENVIRONMENTAL SUSTAINABILITY



Self Regulate - Stop Work Authority

To continuously maintain and reducing Environmental Impact, one of the GBG approached for self-regulation is stop work authority (SWA). This approach plays an important role in preventing incident at site. All employees and contractors have the authority and responsibility to stop a task if they observe any unsafe act or condition at the worksite. This program is called "You See You Act" (UCUA). Any concern regarding the control of Environment, Health and Safety can be highlighted in the forms and respective personnel will take immediate action to resolve the issue. The chart below is our LRT3 projects' Non-conformance report (NCR) and Stop Work Order (SWO) that will be issued to our subcontractors in the event that they do not comply to the requirements.



• Preventing Pollution

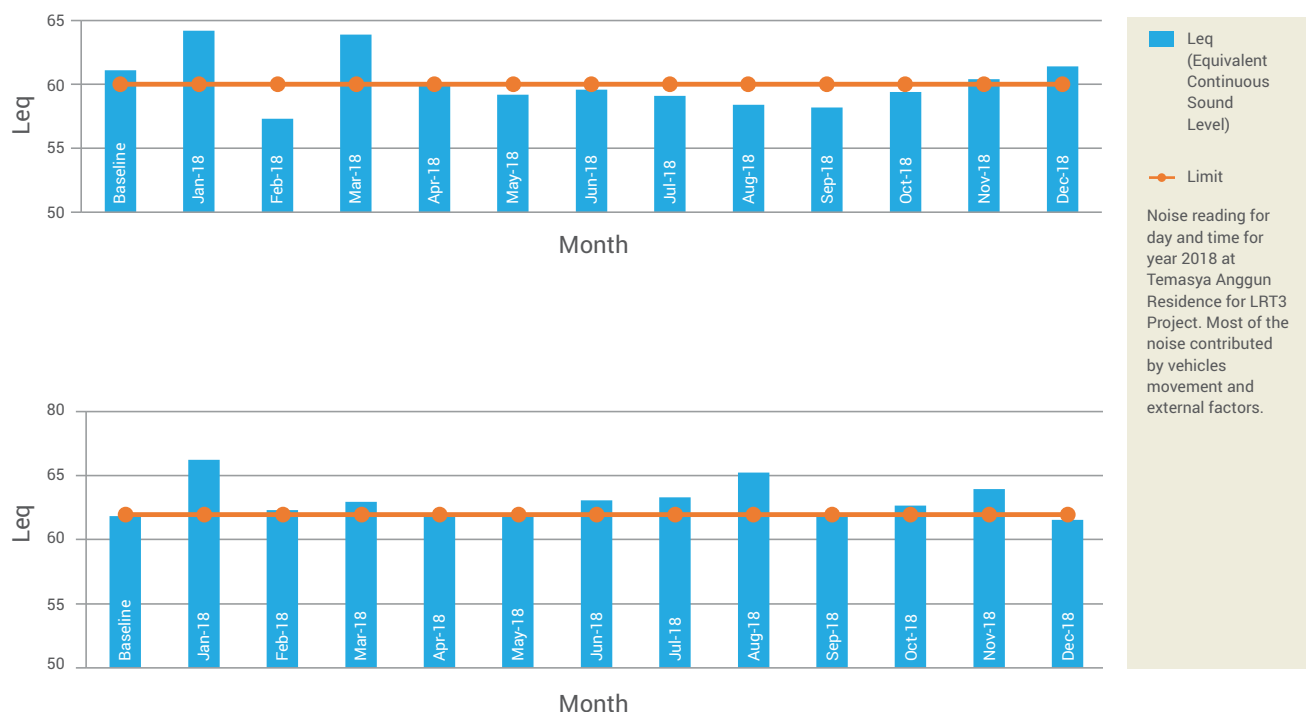
As we are aware, construction or development can have a significant impact on the environment and nature, thus GBG is committed to control and minimize environment pollution and creating a better environment and society. Environmental monitoring is designed to help us to identify the existing natural condition and protect it from the negative outcome arising from our activities or surrounding human activities. We can identify potential impact to the environment and we can control from the source by conducting monthly monitoring.

For example, our LRT3 mega project is located along Persiaran Kerjaya, Shah Alam towards to Stadium Melawati Shah Alam and it is within residential areas and educational institutes, which are the sensitive areas. From our assessments, we noticed that the significant environmental impact is the emission of noise in these sensitive areas. However, most of the noise pollution comes from the traffic and vehicle movements and not by our construction activities, based on our monitoring result. To maintain a sustainability to social and environment we had installed a temporary noise barrier adjacent to the residential areas to minimize the noise emission.

Polution is prevented as proper Erosion and Sedimentation Control is made mandatory to prevent destruction of natural resources from our activities. We ensure that all areas have to complete the Best Management Practice (BMP's) before we start any work at site. Reducing Environment footprint is a big responsibility towards Sustainability Development Goals.

• Environmental Monitoring

Below is the example of 2018's data for noise monitoring at one of our projects whereby noise is the most significant environmental aspect due to adjacent to residential area. We continuously monitor our readings to mitigate and reduce the environmental foot print. It is part of our social responsibility to serve society and be good to the environment.



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Monthly water quality monitoring at drainage, upstream and downstream to check and control our discharged



Monthly noise monitoring will be conducted at the boundary of sensitive receptor/area to monitor our noise level and ensure compliance to the legal requirement.



Monthly air quality monitoring will be conducted to all active area to monitor the quality of air at the area. This is to ensure we are complying as per stipulated limit in the requirement.

- **Erosion and Sediment Control**

Erosion and Sediment Control is part of our pollution prevention. Maintenance of BMP's (Best Management Practice) is very important to ensure no muddy or silt water runoff is discharged from our site during heavy rain. We have a designated maintenance team to make sure all environmental protection work can be conducted efficiently. GBG gives its full commitment to minimize environmental footprint.



• Waste Management

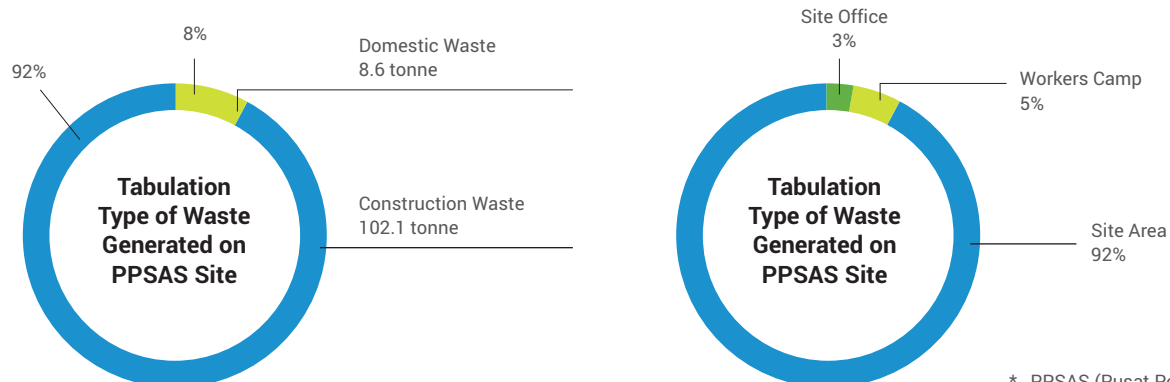
GBG is committed in ensuring proper waste management is undertaken at our construction sites. Our approach to waste management covers construction waste, domestic waste and scheduled waste during construction phase and daily operations. With regards to scheduled waste, GBG complies with the Scheduled Waste Regulation 2005 (Environmental Quality Act 1974) by Department of Environment, Malaysia. We require our sub-contractors to manage their waste according to requirement and standards to reduce environmental impact arising from construction activities. The subcontractor is required to submit the designated location of the dumping location and proof of authority approval prior to disposing the waste from our construction sites.

Ongoing initiatives:-

Waste Segregation	<ul style="list-style-type: none"> RORO Bin available at site for construction waste and domestic waste for segregation.
Recycling	<ul style="list-style-type: none"> Waste bins for recycle waste placed at project site. Ongoing awareness training to all staff and workers.
Waste Reduction	<ul style="list-style-type: none"> Ongoing tracking waste data collection. Awareness training to workers and staff during grand toolbox and posters and briefing. Ongoing collaboration with local authorities - campaign on awareness.



Below is tabulation from PPSAS (Pusat Pentadbiran Sultan Haji Ahmad Shah) in Kuantan, Pahang for the waste data collected in 2018. We move towards to a better waste management and ISO 14001:2015. Staff and workers' awareness are the most important factors to achieved the sustainable environmental at site. Waste reduction and waste segregation are still undergoing improvement for the years ahead. We look forward that all GBG project sites to segregate and reduce the volume of waste generated by strategic approach and programmes.



* PPSAS (Pusat Pentadbiran Sultan Haji Ahmad Shah)

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- **Towards Implementation of ISO 14001:2015**

GBG is in the midst of implementing of 14001:2015. Below is our commitment to sustainable environment:

To ensure Project comply with Environmental Regulations and requirement by client.

To achieve Zero Major Environmental incident at project site

Communicate and Cultivate Environmental Awareness to all staff

Managed and responded to public and community concern which related to environmental issues



Sustainability logo at GBG office



Sustainability poster at LRT3 site

- **Site Environmental Awareness**

Training and campaigns were conducted to create awareness among staff and workers on environmental issues. The inculcation of environmental awareness and consciousness among our employees is also an important component in our implementation and strategy.

Looking ahead, we are putting efforts towards the mitigation of environmental footprint and in operating responsibly to continually maintain as per Sustainability Development Goals.



• E'Island Lake Haven

We introduced leisure and health improvement facilities into our new development, i.e. jogging & cycling track with trellis, indoor and outdoor gym, badminton court etc which have already being part of our sustainability design in our projects.

Apart for the hardscapes, the variety of softscapes species are vital and important to ensure healthy living and promote well-being for all at all ages. Greenery and nearest to nature can make people calmer, happier, more concentrating and improvement on memory.

The above facilities have been included on the Building Plan and Landscape Submission Plan for the upcoming project E-Island Lake Haven Residency in year 2018.



• Clean Water and Sanitation

The availability of freshwater in sufficient quantity and quality is the basis for every aspect of life and sustainability in any development designed to create a balanced ecosystem.

In every new development planned, some aspects to be emphasized include:

- Implementing the full Environment Management Plan (EMP) and Erosion and Sedimentation Control Plan (ESCP) approved by Department of Environment.
- Surface wastewater control; control of the perimeter control and the perimeter drainage area shall be provided at the project site before any earthworks are carried out. In addition, any surface runoff emission from the project site where groundwork is not allowed to be discharged directly to any watercourse unless to undergo sedimentation or the sediment pool 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.

The above facilities measurements being taken place since November 2018 for the project E-Island Lake Haven Residency.



- 1 Overall site development of E-Island Lake Haven Residency.
- 2 Site clearing and earth works without contamination to surrounding lakes

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- **Responsible consumption & production**

The company adopts the following operating process and practices: -

- For corporate office:
 - Basic environmental waste elimination control (REDUCE, REUSE & RECYCLE) has been implemented at the office. The above 3Rs posters been put up on the notice board as well as the critical common office area i.e. photocopier, light & air-cond switches, dustbin etc to promote 3Rs awareness amongst the staff and minimise the amount of waste disposed of.
 - Reduce paper usage by storing through digital files where most documents can be stored digitally (project server) to save paper and office space, whereby it is more convenient, time saving and secure.
- For development / project site:
 - Using recyclable aluminium moulds instead of the conventional plywood and timber for concrete casting work.
 - Compact Sub Station from permanent power supply being used for site operation and sub office. The usage of conventional Gen Set has been reduced thus greatly reducing the CO2 emission and noise pollution.
 - 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 etc.



Compact Sub at The Peak



Aluminium Formworks at The Peak



Security Access System via Bluetooth

SOCIAL SUSTAINABILITY



As a dynamic Group, we focus on the following key core work initiatives to drive our sustainability practices within our business operations.



Health, Safety & Environment

Our Construction Division operates a Safety and Health management system conforming to ISO 18001:2007 for all our construction services in building and civil engineering works.

- All staff and workers employed are fully compliant to the CIDB Green Card requirement
- GSSB provides training to staff and workers:
 - In-house safety & health related courses
 - Safety & Health induction
 - Basic Occupational first aid, CPR & AED Training
 - Heavy Lifting Training & Refreshment Course
 - Work at Height Training & Refreshment course
 - OHSAS awareness Training
 - Safety & Health Safety Day Programme
 - Rewards & Recognition Programme for Safety Compliance to Workers
 - Grand Tool Box Meeting for Staff & Workers
 - External courses
 - NIOSH Safety Passport Course
 - KTMB 038 Track Safety
 - Scaffolding Training for Level 1 & 2
 - Managing Safety & Health in Construction Sector
 - OSH Sustainability Approach for Construction Industry
 - 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

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PERCENTAGE (%) OF WORKPLACE INSPECTION FOR ALL PROJECT SITE FOR YEAR 2018

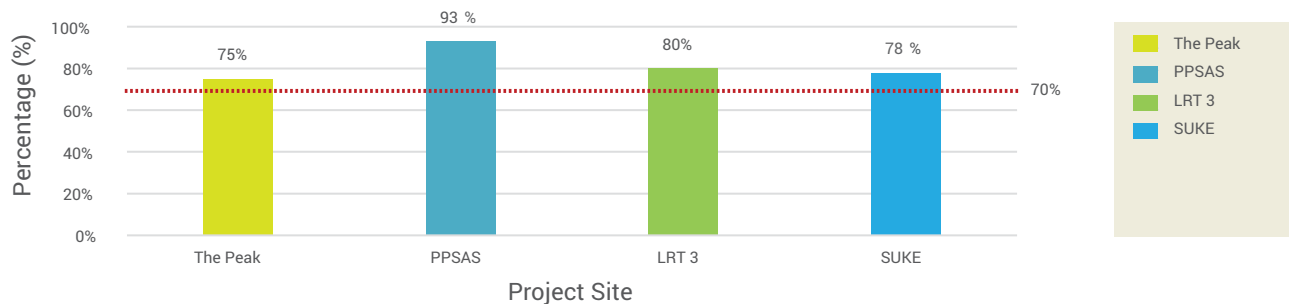
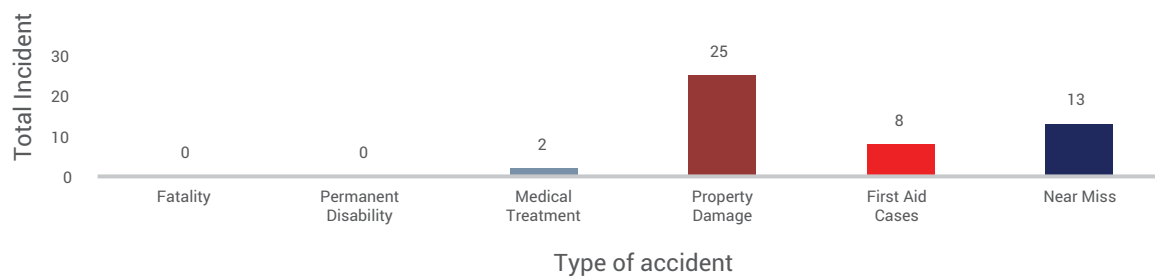


Table above shows that all projects achieved **above 70% score for workplace inspection for year 2018**.

STATISTIC OF ACCIDENT / INCIDENT REPORTING PERIOD FOR YEAR 2018



From statistics above, it was shown there is zero (0) fatality and zero (0) permanent disabilities were recorded for all project sites in 2018. There are 25 total property damages and 13 near miss reported followed by 8 cases of first aid. All near miss reports has been analysed and the control measure has been determined. Then, the issue of unsafe act and condition at our workplace were disseminated to all levels and staff for implementation and for continual improvement.

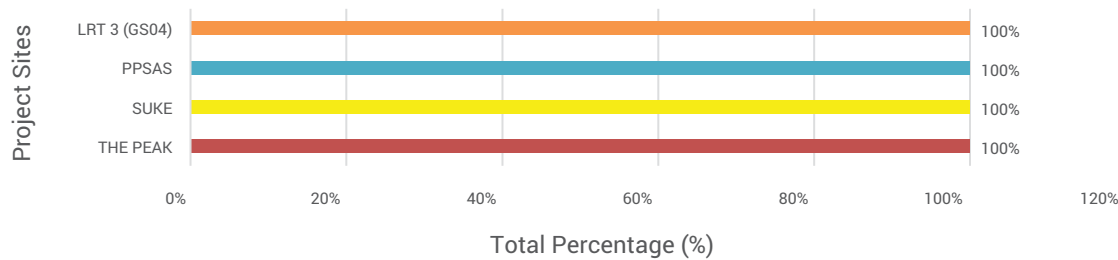
Based on the chart above, it shows that property damage is the highest at project site due to piloting & relocation works. Moreover, the project site is located in the middle of busy road such as SUKE Highway and LRT 3, Glenmarie. The immediate action and corrective action plan have been implemented and awareness training to all personnel to mitigate the incident cases related property damage.

TOTAL MANHOURS AND TARGET AT ALL PROJECT SITES UP TO YEAR 2018

PROJECT	TOTAL MANHOURS	TARGET
THE PEAK	3,600,334	4,000,000
SUKE	3,617,660	3,000,000
PPSAS	922,560	1,000,000
LRT 3 (GS04)	923,538	1,000,000

Referring the above, **all projects are still below the target without Lost Time Injury (LTI)**. The target was carried forward to year 2019 to achieve OSH objective for all projects.

- PERCENTAGE OF STAFF WITH A VALID CIDB GREEN CARD AT ALL PROJECT SITES FOR YEAR 2018



From chart above, all project sites achieved **100% of staff's attendance for green card class and have a valid CIDB**. All staff at project sites shall have a valid CIDB card to enter the site. Hence, all staff complied with GSSB OSH requirements and achieved our OSH Objective for the year 2018.



Mega Housekeeping



Vector Control Disease



Grand Toolbox Meeting



Multi Lingual Signage



Welfare Facilities



Guard Rail Protection

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- AWARENESS, TRAINING PROGRAM AND CAMPAIGN FOR YEAR 2018**

SCAFFOLD TRAINING

DATE:

11 April 2018 & 10 July 2018

MAIN OBJECTIVE:

To ensure the erection of scaffolding (Peri Up System) follow the standard requirements from DOSH.



Peri Up System Scaffold Training



Internal Scaffolding Erection Training



PERSONAL PROTECTIVE EQUIPMENT (PPE) TRAINING

DATE:

29 June 2018

MAIN OBJECTIVE:

To ensure the workers wear PPE with a correct method to enhance the self-protection towards any hazards related with their work activity.

INVOLVEMENT:

All staff & subcontractors (general workers)



LIFTING TRAINING

DATE:
20 July 2018

MAIN OBJECTIVE:
To ensure the operator use the machinery with the correct method of lifting. This training also aims to maximize productivity levels and reduce accident and insurance costs through the effective application of correct lifting technique.

INVOLVEMENT:
Operators, supervisors and Safety & Health personnel



Operation Lifting Boom Training

EMERGENCY PREPAREDNESS AND RESPONSE (ERP) TRAINING

DATE:
23 July 2018

MAIN OBJECTIVE:
To enhance on basic fire fighting, first aid treatment and emergency response during emergency situation.

INVOLVEMENT:
Emergency Response Team (ERT) from head office & all site projects



Fire Fighting & Emergency Response Training By Cert Academy Sdn. Bhd.

First Aider Training By Cert Academy Sdn.Bhd.

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OCCUPATIONAL SAFETY & HEALTH CAMPAIGN

DATE:

1 March 2018 &
18 July 2018

MAIN OBJECTIVE:

To evaluate the effectiveness time during real emergency and to create awareness on Emergency Preparedness and Response Team in the event of emergency.

INVOLVEMENT:

Emergency Response Team (ERT), All levels of staff & workers



• ENGAGEMENT WITH STAKEHOLDERS AND EMPLOYEE

MACHINERY INSPECTION TRAINING

DATE:

12 September
2018

MAIN OBJECTIVE:

To increase knowledge among personnel (PMI) the correct way to inspect machinery.

INVOLVEMENT:

Project Delivery Partner (PDP), Personal Machinery Inspector (PMI) & Operators



ANTI DENGUE CAMPAIGN BY MINISTRY OF HEALTH (MOH)

DATE:
25 May 2018

MAIN OBJECTIVE:
Increase awareness on preventive action to avoid dengue

INVOLVEMENT:
Authority (MOH),
All levels of staff
& subcontractors



HEALTH SCREENING (FILARIASIS & MALARIA) BY MINISTRY OF HEALTH (MOH)

DATE:
17 July 2018

MAIN OBJECTIVE:
To conduct health surveillance and ensure all workers are healthy and free from transmissible diseases such as filariasis & malaria.

INVOLVEMENT:
Authority (MOH), Safety and Health Personnel & General Workers (KONGSI)



WORKPLACE ACCIDENT FREE WEEK (WAFEW) 2018 ORGANIZED BY DOSH

DATE:
6 July 2018 to
19 July 2018

MAIN OBJECTIVE:
To promote the intervention programme to reduce the number of industrial accidents at workplace.

INVOLVEMENT:
All levels of staff & subcontractors



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HSE REWARDS AND RECOGNITION PROGRAM

DATE: Monthly award	MAIN OBJECTIVE: To promote self-responsibilities towards OSH Management	INVOLVEMENT: All subcontractors	CRITERIA: The best performed workers evaluated by participation on environment, safety and health good practice during daily works. The staff also will be evaluated by proactively highlight in You see you act (UCUA) forms.
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FUTURE OSH CAMPAIGN AND PROGRAM

YOU-SEE-YOU-ACT CAMPAIGN

DATE: 11 April 2018 & 10 July 2018	INVOLVEMENT: All levels of staff
MAIN OBJECTIVE: To create awareness on safe act & safe condition at workplace	FREQUENCY: Quarterly



5S ACTIVITIES IMPLEMENTATION

MAIN OBJECTIVE: To increase efficiency of work, safety and morale due to improvements in the work environment	INVOLVEMENT: All levels of staff
	FREQUENCY: Yearly



TOWARDS 5 STAR SHASSIC CERTIFICATION BY CIDB

MAIN OBJECTIVE:

Transition from OHSAS 18001:2007 to new certification of ISO 45001:2018 before March 2021

INVOLVEMENT:

Head Office & All Project Team



• GENDER EQUALITY

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, healthy and sustainable working environment.

We constantly promote for gender equality within the company, not only for a well balance of male & female employee at corporate office and project sites, but all staff are being provided the equal access to health care, decent work environment, career promotion etc.



• SUSTAINABILITY CITY AND COMMUNITY

The city's population is constantly increasing. To accommodate the needs, we need to build modern and sustainable developments in order to create safe and resilient residency with culturally inspiring living conditions.

- For our on-going project The Peak and the upcoming project E-Island Lake Haven Residency, a single entry enclave designed for security and peace of mind. Multi-tier security is being introduced within the developments i.e. perimeter CCTV, security boom gates as well as the resident access system operated by a bluetooth mobile phone application (mobile app) for unparalleled convenience and safety.
- Safe, affordable, accessible and sustainable transport system just a stone throw distance from The Peak development. The latest transport system in planning is the BRT (Bus Rapid Transit) which linked to the RTS (Rapid Transit System).

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Corporate Social Responsibility

Program Mesra Amal bersama Anak-Anak Yatim

The Program Mesra Amal bersama Anak-Anak Yatim was organised by TEAM GBG SL1M trainees on the 14 July 2018. The event was participated by 49 children from 3 orphanages, namely Rumah Amal Cahaya Kasih Bestari, Rumah Kasih Harmoni, and Yayasan Wardatul Jannah.

The mini sport carnival was filled with fun-packed activities that were meant to cheer those children up. They were treated with breakfast, titbits, cakes and lunch. They were also given a small token of duit raya.

In line with the event tagline “Unity in Adversity, Together We are Family, some regular TEAM GBG members had also volunteered and helped out in this event.



Mini Libraries & Tuitions

Mini Libraries

In the spirit of giving back to the society, TEAM GBG had contributed mini libraries to Rumah Amal Cahaya Kasih Bestari, Rumah Kasih Harmoni Paya Jaras, and Yayasan Wardatul Jannah. The orphanages received academic reference books for their mini libraries and some stationeries.

Tuition Classes

In addition to the mini library contributions, TEAM GBG had also organised tuition classes for the children of Rumah Amal Cahaya Kasih Bestari and Rumah Kasih Harmoni Paya. The tuitions focused on 3 PT3 Mathematics, English and Science subjects. PT3 tuition classes which were conducted from July until September, on Sundays, was the brainchild of our Group CEO, Dato' Azizan Jaafar. All students that participated in the tuition classes passed the PT3 examination on the 3 subjects.





Blood Donation

In November and December 2018, HR and Safety jointly organised a Blood Donation Campaign aimed at educating our people and raising awareness about voluntary blood donation.

The Blood Donation drive managed to attract 34 eligible donors to donate their blood.

The blood donation is part of TEAM GBG's Corporate Social Responsibility agenda which aim to give back to the community. TEAM GBG firmly believes in the importance of CSR and will continue to expand on other initiatives.

Training: Voluntary Teacher Workshop

A 2-day Teach the Teachers workshop was organized in early January to introduce the teaching syllabus that would be used in this program to the Volunteer Teachers. The Volunteer Teachers were also trained on how to help the students to improve their basic skills on reading and writing.

Teaching Kids to Read, Write & Count

TEAM GBG had successfully conducted a tuition programme for PT3 students of Rumah Anak Yatim Kasih Harmoni Paya Jaras. In the course of conducting the tuition classes, it was found that there were 18 students who could not read, write and count, ranging from the age of 4 years old to 14 years old. We therefore decided to assemble a team of Volunteer Teachers to help and teach those unfortunate children to read, write and count. A total of 12 TEAM GBG members came forward to support this cause.

Orientation and Induction Day

Orientation and Induction Day was organised for the teachers to meet and greet the students at Rumah Kasih Harmoni Paya Jaras. The response from the students were amazing thus boosting the teachers' motivation to ensure that the Volunteer Teacher Program would be successful.

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Team GBG Club

Zumba: Show your move!

TEAM GBG has organised the Zumba classes, the Latin-inspired dance workout, on a weekly basis. The main objective of these free classes which are opened to all is promote a healthy lifestyle among employees while helping them to burn calories, regenerate metabolism and enhance their body's coordination. These Zumba classes will eventually be opened to the public.

Movie and Bowling Nights:

The Movie and Bowling Nights were organized to enable employees to mingle and enjoy each other's company outside of the work setting. Both the Movie Night and Bowling Night aims to bringing every employee closer to one another in a setting that was less formal, and more relaxed.



Manpower Diversity

The development of our employees, retention of knowledge through internal succession and investing in technology driven environment are major key success factors for the Group. We want our employees to be healthy and happy at work.

At the same time, the changing market landscape requires a different way of working and thinking in terms of addressing customers' needs. As a result, our employees feel a sense of accountability and responsibility for their own work and are motivated to innovate and modernise for better performance outcome.

More human capital investment on training during the year:-

- to translate the training requirements into high-quality programmes,
- to disseminate knowledge and to generate new technical skillsets and insights, and
- to connect operating companies through actively working on creating an internal network to prepare our employees for the increasingly complex and knowledge-intensive marketplace.

Workplace diversity data

Workforce Data		2018
Total Number of Employees		365
Male		238
Female		127
Employees by Age Group		
<30		147
30 - 40		125
41 - 50		56
>50		37
Employees by Ethnicity		
Bumiputera		315
Non-Bumiputera		50
Foreigners		0
% of Women in Management		
Board of Directors		14%
Senior Management		0%
Middle Management		78%
Executive/ Supervisory		46%
Non-Executive		24%
New Hires Data		
Total Number of New Hires		156
Male		100
Female		56
Turnover rate (%)		1.3%

During the financial year the following training plan was carried out and implemented as follows:-

Training Subject	No. of Participants	Male	Female
Cyber Security: Cyber Proofing for the Wave.	1	1	
Working at Height & Confined Space Safety Seminar.	1	1	
Infraworks Essential Training.	1	1	
Navisworks Manage Essential Training.	5	4	1
MBAM Annual Safety & Health Conference 2018.	2	2	
Seminar EIA in Implementation and Compliance of Related Laws and Guidelines.	4	1	3
Managing OSH in Construction: Enhancing Performance Towards Excellence.	2	2	
Income Tax Audit Convergence with GST Audit by Dr Choong Kwai Fatt.	1	1	

SUSTAINABILITY STATEMENT

(CONT'D)

Training Subject	No. of Participants	Male	Female
Seminar on Introduction to MBRS.	1		1
Malaysia Commuting Accident and Road Safety Seminar (MyCARSS).	2	2	
Autocad Civil 3D Essential Training.	5	4	1
ISO 45001:2018 Occupational Health and Safety Management Systems Awareness (Code: OHS01).	6	2	4
MAICSA Annual Conference 2018	1		1
Authorised Entrant & Stand-by person for Confined Space (AESP).	2	2	
Lead Auditor Course ISO 45001:2018 Exemplar Global Certified (Code: LOHS01).	1		1
Seminar Pematuhan Akta Kualiti Alam Sekeliling, 1974 Bagi Projek-Projek Pembangunan 2018.	2	1	1
IFRS Masterclass 2018.	3	2	1
MSOSH National Seminar 2018.	1	1	
ISO 45001:2018 Occupational Health and Safety Management Systems - Understanding & Implementing (Code: OHS02).	4	2	2
Advocacy Program on CG Assessment using the revised Asean CG Scorecard Methodology.	1		1
Practical Workshop on Board Evaluation for Company Secretary of Listed Issues.	1		1
Authorised Gas Tester & Entry Supervisor for Confined Space.	2	2	
Certified Environmental Professional in Scheduled Waste Management.	1	1	
Power Pivot: Powerful Data Analysis & Data Modelling Microsoft Excel.	1		1
Isu-isu Praktikal & Perundangan Berkenaan Bayaran didalam Kotrak Binaan	1		1
Talimat Perakuan Pematuhan Standard (PPS) Bagi Bahan Binaan	3		3
MIA Conference 2018.	4	2	2
Gearing up for Corporate Liability.	1	1	
Independent Director Program 'The Essence of Independence'	1	1	

Training Subject	No. of Participants	Male	Female
Seminar Pematuhan Pengurusan Buangan Terjadual Akta Kualiti Alam Sekeliling 1974.	1		1
Seminar Spesifikasi LS1-JKR Dan Pengurusan Projek Dalam Industri Elektrik.	1	1	
Strata Management Workshop.	2	1	1
Board of Town Planners Professional Course.	1	1	
Symposium on Earthquake Resistant Design of RC Building based on the EC8 Malaysia.	1	1	