

CORPORATE SOCIAL RESPONSIBILITY

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Below is our commitment to each of the focus areas under our corporate social responsibility framework:

WORKPLACE

The Group aims to ensure that the health, safety and welfare of our employees are well taken care of and we believe it is vital to put in place a work environment where the rights and well-being of each employee is respected. This helps us attract good talent regardless of background. While we regard legislative compliance as a minimum, whenever possible, we seek to implement higher health and safety standards throughout our businesses.

Consistent with our Best Work Environment practices, the Group is committed to providing equal opportunities for all our employees. We ensure that every employee is treated equally and fairly, free from discrimination in all aspects of employment including recruitment, promotion, and opportunities for training, pay and benefits.

Staff Training and Development

The Group is committed to the following mission in staff training and development:

“To improve employee’s present job performance, and develop their potential to support the business needs and future growth.”

It is the policy of the Group to encourage employees to attend appropriate courses to enhance their competence for performance improvement and career development. In view of this, the Group has organized workshops, seminars and training programmes for employees covering various aspects to improve their level of skills and knowledge and maximise their potentials. They are also encouraged to enrol in external studies opportunities to enrich themselves through acquiring higher professional qualifications or to attend job-related courses.



Guoco staff participated in an in-house workshop conducted by external consultant

Workplace Health & Safety

We are dedicated to providing a healthy and safe workplace to our employees. The promotion of occupational and health measures at workplace are regarded essential to our businesses and operations. Appropriate occupational and health manuals relevant to their industries/businesses are adopted by the core business subsidiary groups. Risk assessments of workstations are conducted constantly to identify and assess the risks to the safety and health of the employees, and to decide whether existing precautions are adequate. We constantly provide regular environment, health and safety training to employees and continue to raise corporate and individual awareness of maintaining a healthy and safe workplace. We encourage our employees to advise us of any health and safety issues in their workplace so that we can look at eliminating or reducing the risk and finally we will all work together to reduce health and safety risks to a minimum.



Guoco staff hiking day



Guoco staff participated in The Hong Kong Community Chest Flag Day

Employee Engagement

We value the importance of maintaining a healthy lifestyle and worklife balance of our employees. Staff wellness programmes varied from fruity day, love teeth day to annual health screening exercise. Staff privileges were also given to employees from time to time.

The Group also actively engages its employees through social, employee bonding, outing, volunteer works and charity activities. During the year, Hong Kong staff took part in Walk for Millions, Dress Casual Day, Flag Day and Skip Lunch Day organised by The Community Chest of Hong Kong. Other staff bonding activities also included bakery workshop, staff annual dinners, Christmas gatherings and bowling competition, etc.

To recognise the Group's effort to implement family-friendly measures and support employees who are breastfeeding, the Company together with the group companies in Hong Kong, namely Guoco Management Company Limited ("GMC"), Hong Leong Insurance (Asia) Limited ("HLIA") and Hong Leong Bank Berhad, Hong Kong Branch ("HLBB"), have been awarded "2015/16 Family-Friendly Employer Award" and "2015/16 Award for Breastfeeding Support" by the Family Council of Hong Kong. In particular, HLIA and HLBB have been commended the "2015/16 Outstanding Family-Friendly Employer Award".

ENVIRONMENT

Guoco Group endeavours to identify and minimise the negative environmental impacts of our products and business activities. Each year, the Group continues to improve on initiatives to minimise its operational impact on the environment. We have been careful with the consumption of resources such as water and energy, as well as having been conscious of reducing waste generation and carbon emissions.

GuocoLand is committed in its efforts to develop processes and to include environmental sustainable features in its property development. Initiatives have been taken to develop buildings which comply with the guidelines set by the local building authorities in countries in which GuocoLand group operates in. It was once again conferred the Singapore Top 10 Developers Award by BCI Asia in May 2016, in recognition of its portfolio of quality and

sustainable developments in Singapore. Testimony to Guocoland's efforts in environmental sustainability are the awards its property developments have garnered in all these years. In particular, Tanjong Pagar Centre, GuocoLand Group's flagship integrated, mixed-use development in Singapore, has earned recognition for its green features, the most notable of which being the Leadership in Energy and Environmental Design (LEED) Core & Shell (CS) Pre-Certification. The LEED (CS) certification is an internationally renowned third-party verification programme that recognises eco-friendly buildings around the world. The different components of Tanjong Pagar Centre have also been conferred the Singapore Building and Construction Authority Green Mark awards.

Rank has reduced its carbon footprint for the fifth consecutive year, like-for-like, since 2010. Following the successful implementation of food waste collection across its estate, and in partnership with its waste management company, Rank has reduced the overall amount of waste by 18% and also improved its landfill diversion to over 96%. Rank has reduced gas and electricity consumption on a like-for-like basis, achieved by the various initiatives coordinated via internal opportunities database including an automatic meter reading system for monitoring gas and electricity consumption.

GL has an environmental policy in place which requires working with suppliers and partners to reduce energy and water consumption, increase recycling levels and incorporate renewable energy into its business practices to minimise operational expenses as well as its carbon footprint. This environmental policy is regularly monitored and updated to reflect new initiatives and processes.

GL's subsidiary, Molokai Properties Limited, is working with a third party to develop solar energy on the island of Molokai, to lower electricity costs and utilise clean renewable energy, thus decreasing the importation of fossil fuel to the island.

MARKETPLACE

The Group is committed to good business ethics and integrity. For many years now, we have had in place internally generated best practices to ensure the economic sustainability of all our companies. Some of these best practices are:

- Financial management disciplines established to drive excellence in financial management with the objective of preserving and enhancing the quality of the business as an on-going concern.
- An established enterprise risk management structure to ensure that a systematic process and delegation of responsibility are clearly set out to guide management.
- Financial reports containing disclosures that are true and fair adhere to a code of business conduct and ethics.
- The practice of responsible selling and marketing of products and services.

We believe in fair and open competition based upon sound commercial practices and aim to develop long term relationships with suppliers and contractors based upon mutual trust. Therefore, the hire of services or the purchase of goods should be based solely upon price, quality, service dependability, and need. It is the policy of the Group to prohibit bribery and corrupt practices. The Group has in place policies and guidelines, including staff code of conduct, intellectual properties rights policy and personal data privacy policy, to ensure the conduct of the Group companies and employees are in compliance of rules and regulations and adhere to a higher standard of business ethics and integrity.

We continue to be alert on the policies and regulations in the countries we operate and ensure compliance to the relevant rules and regulations. We also have appropriate procedures in place to monitor the regulatory developments from time to time and respond and take appropriate measures as necessary. Our compliance to the Listing Rules pertaining to corporate governance is stated in the "Corporate Governance Report" in this annual report.



Guoco staff participate in The Hong Kong Community Chest Walk to Millions 2016

COMMUNITY

Social responsibility is one of the Group's culture. We have long been committed to striving for the betterment of society and hold strongly the belief that a business organisation should not detach itself from its social responsibility. To this end, the Group and its staff are dedicated to charity works and active engagement with the communities.

Guoco staff participated in Walk for Millions, Skip Lunch Day, Flag Day, Dress Casual Day and Love Teeth Day organised by The Community Chest of Hong Kong during the year. We were ranked second in the overall fund raising for The Community Chest Walk for Millions 2016. To recognise our enthusiastic participation and contribution, Guoco has been awarded the Platinum Award and the prestigious President's Award for the eleventh year by The Community Chest.

The Company, together with GMC, HLIA and HLBB have been for the second year awarded "Caring Company" designation by The Hong Kong Council of Social Service in recognition of their continuous dedication and enduring efforts in performing corporate social responsibilities.

Rank Cares, a fund-raising and volunteering programme Rank launched in 2014, provides support to Carers Trust to help those who help others in need of care. The programme provides support, advice and relief for those undertaking what is often very physically and emotionally draining work and provides a framework for the employees of Rank to volunteer their time to help the Carers Trust. The programme had raised GBP1.25 million since its launch in 2014.

GL's subsidiary GLH Hotels Limited has an established charitable foundation "Lite@Nite" that engages the entire workforce throughout the UK for the benefit of vulnerable children and to raise awareness of children's issues. In the last two years, Lite@Nite has raised GBP250,000 for recognised children's charities through team based events such as a 10-mile sponsored walk, 1,400 mile hotel to hotel nationwide relay which involved 10k run and many hotel based fundraising activities. Lite@Nite also sponsors fun and engaging triathlons for children.



Rank staff took part in the Kilt Walk for Carers Trust