



SUSTAINABILITY REPORT 2016
GENTING BERHAD
(7916-A)

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ABOUT THIS REPORT

We recognise that all businesses have a role in advancing development in a sustainable manner. At Genting Berhad, we have been practising responsible business practices since the early years of our operation. Our social responsibility and community services were first published in our annual report in 1982, which was expanded to Corporate Social Responsibility reporting in 2007 and thereafter the inaugural Sustainability Report in 2010.

The 2016 Sustainability Report is Genting Berhad's first annual sustainability report prepared to contain standard disclosures from the Global Reporting Initiatives ("GRI") sustainability reporting guidelines and in accordance to Bursa Malaysia's revised Main Market Listing Requirements on sustainability reporting.

This report is primarily focused on Genting Berhad and its directly owned unlisted subsidiary, Genting Energy Limited ("Genting Energy"), with summarised disclosures on its listed subsidiaries. It should be read in conjunction with other parts of our Annual Report to provide an overview of Genting Berhad's economic, environmental, and social ("EES") performance.

REPORTING Standards & Boundaries



This report is prepared with reference to the internationally recognised GRI G4 'core option'. The period covered is the 12 months ended 31 December 2016, and where applicable, historical data of preceding year have been included for comparison.

This report covers the sustainability performance of Genting Berhad and its subsidiaries.

The sustainability information of Genting Berhad and its directly owned unlisted subsidiary, Genting Energy are presented on pages 3 to 16.

In addition, the summary overview of Genting Berhad's listed subsidiaries' sustainability performances, namely for Genting Malaysia Berhad ("Genting Malaysia"), Genting Singapore PLC ("Genting Singapore") and Genting Plantations Berhad ("Genting Plantations"), can be found on pages 17 to 29. Please refer to the individual sustainability reports available on their respective websites, for more information.

REPORTING PERIOD

1 January 2016 to
31 December 2016



REPORTING CYCLE

Annually



AVAILABILITY AND FEEDBACK CHANNEL

In line with our digitisation efforts, we will not be having printed copies of this report. A PDF version is available for download from our website at **www.genting.com**.

We value feedback on this report from stakeholders. Please send all feedbacks to **gbinfo@genting.com**.

The Sustainability Report is made in accordance with a resolution of the Board of Directors dated 23 February 2017.

ABOUT GENTING BERHAD

The Genting Group comprises the holding company Genting Berhad, its listed subsidiaries Genting Malaysia Berhad, Genting Singapore PLC and Genting Plantations Berhad, as well as its wholly owned subsidiary Genting Energy Limited. The Group is involved in leisure and hospitality, oil palm plantations, power generation, oil and gas, property development, life sciences and biotechnology activities, with operations spanning across the globe, including in Malaysia (our country of origin), Singapore, Indonesia, India, China, the United States of America, Bahamas and the United Kingdom.

In the core leisure and hospitality business, the Genting Group and Genting Hong Kong Limited, an affiliate which is similarly controlled by Tan Sri Lim Kok Thay, market and offer a suite of products under a number of premier brands including **Genting, Resorts World, Genting Grand, Genting Club, Crockfords, Maxims, Crystal Cruises, Dream Cruises** and Star Cruises. Genting companies also have tie ups with established names such as Universal Studios®, Twentieth Century Fox, Premium Outlets®, Hard Rock Hotel and other renowned international brand partners.

For more information, please visit the following websites:

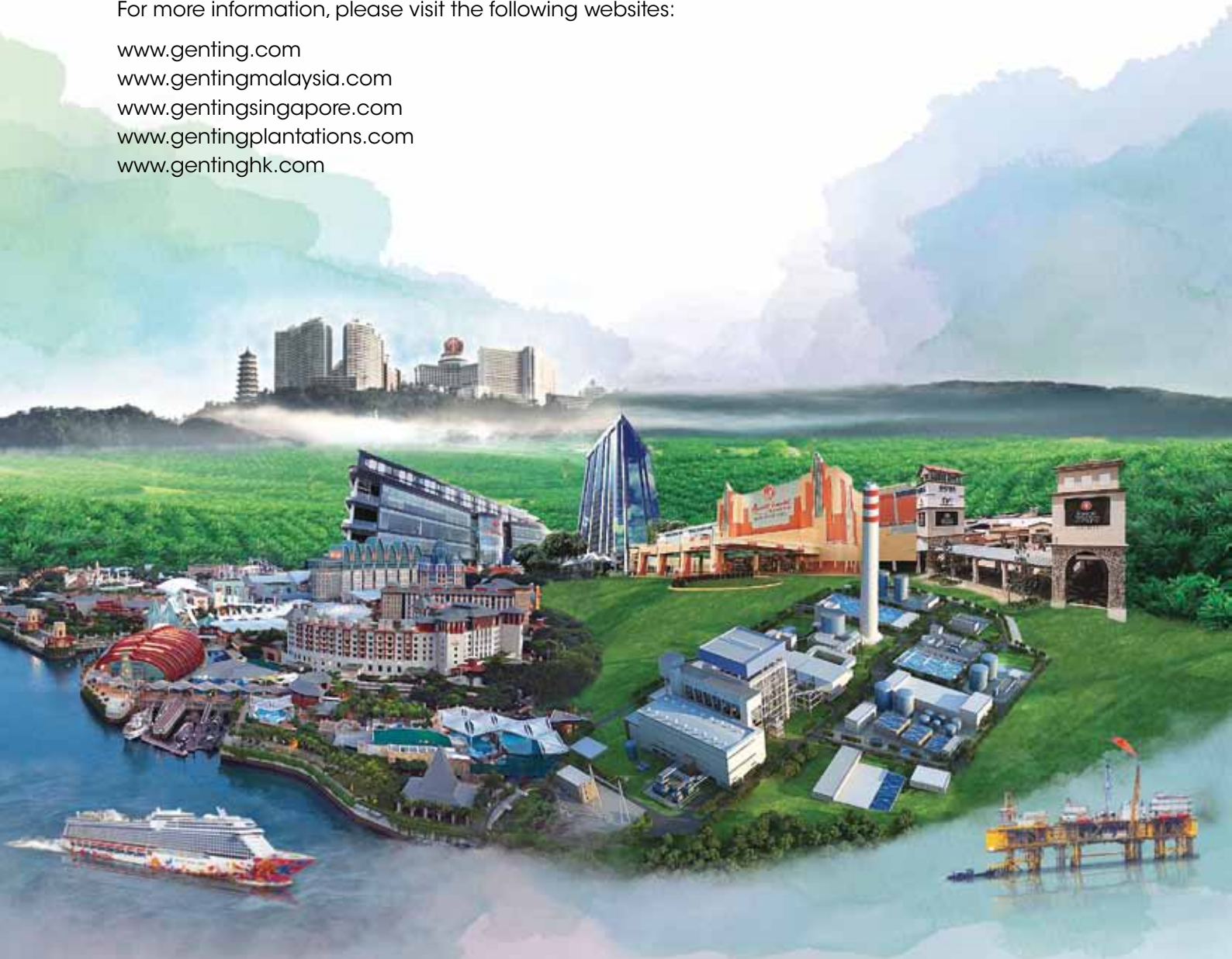
www.genting.com

www.gentingmalaysia.com

www.gentingsingapore.com

www.gentingplantations.com

www.gentinghk.com



OUR SUSTAINABILITY APPROACH

Genting Berhad recognises the importance of developing its global business in a sustainable and responsible manner. As a responsible corporation with diverse business investments, our mission is to ensure high standards of governance across Genting's entire operations, promote responsible business practices, manage the environmental impact of our businesses, provide a safe and caring workplace for our employees and meet the social needs of the community and nation for the betterment of all.

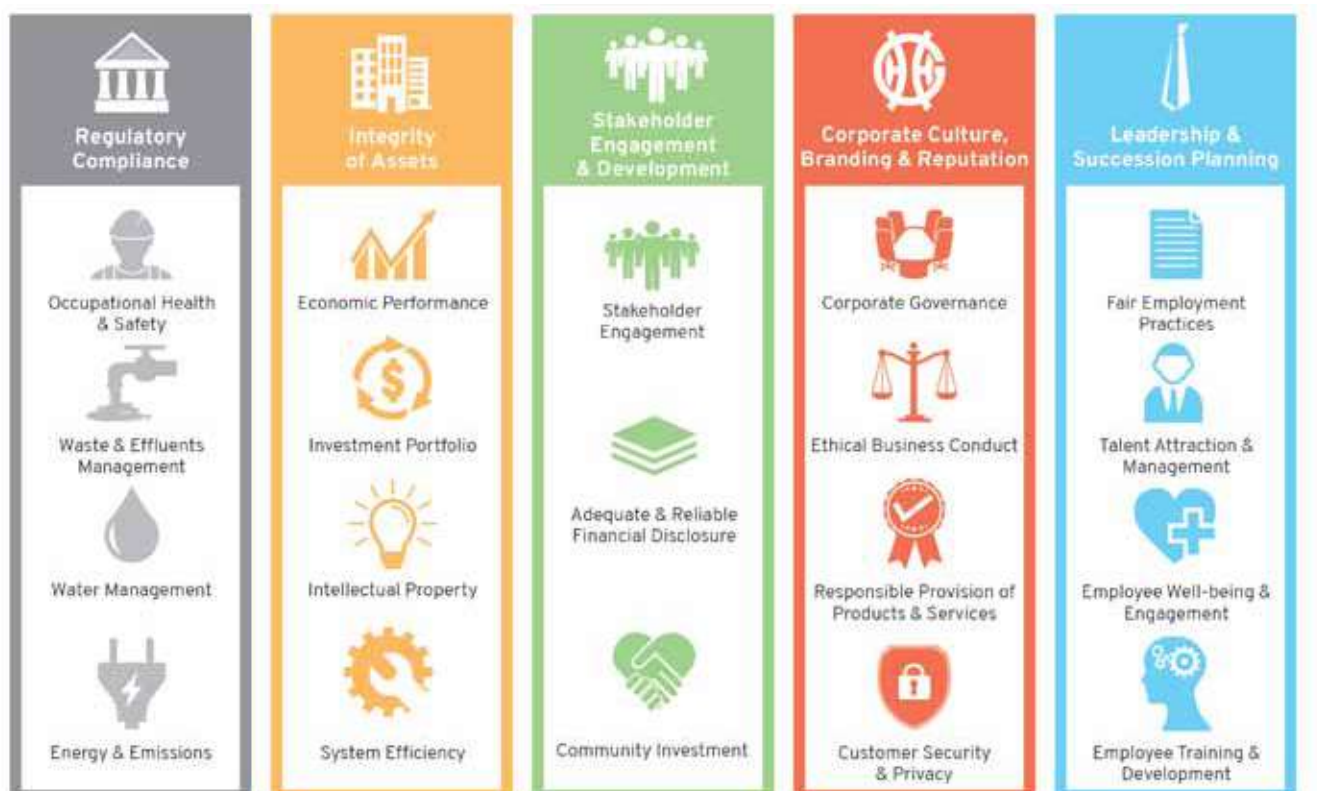
These values of sustainability and corporate responsibility have always been embedded in Genting's business ethics, core values and work practices since the early years of operation and they reflect Genting's continuous pursuit to enhance best corporate values.

As a global conglomerate with operations in diverse industry sectors, we are mindful of the topics that matter

most to our stakeholders. Our focal areas thus vary across our businesses, with each key subsidiary, namely Genting Malaysia, Genting Singapore, Genting Plantations and Genting Energy focusing on sustainability themes applicable to their respective operations. The sustainability activities of each key subsidiary are summarised in this report.

In preparing this report, a formal materiality assessment was initiated with the help of external consultants to determine the areas that matter most to our businesses. Five material sustainability categories were identified - namely regulatory compliance; integrity of assets, stakeholder engagement and development; corporate culture, branding and reputation; and leadership and succession planning. These five sustainability pillars summarised in Figure 1, support the overall sustainability direction for Genting Berhad.

Figure 1: Five Sustainability Pillars of Genting Berhad



SUSTAINABILITY GOVERNANCE

Upholding high standards of sustainability governance is vital in enabling us to operate in an accountable and transparent manner with effective oversight of all our operations. It also embodies accountability to all our stakeholders on how we manage material EES matters within our organisation to translate our aspirations into action.

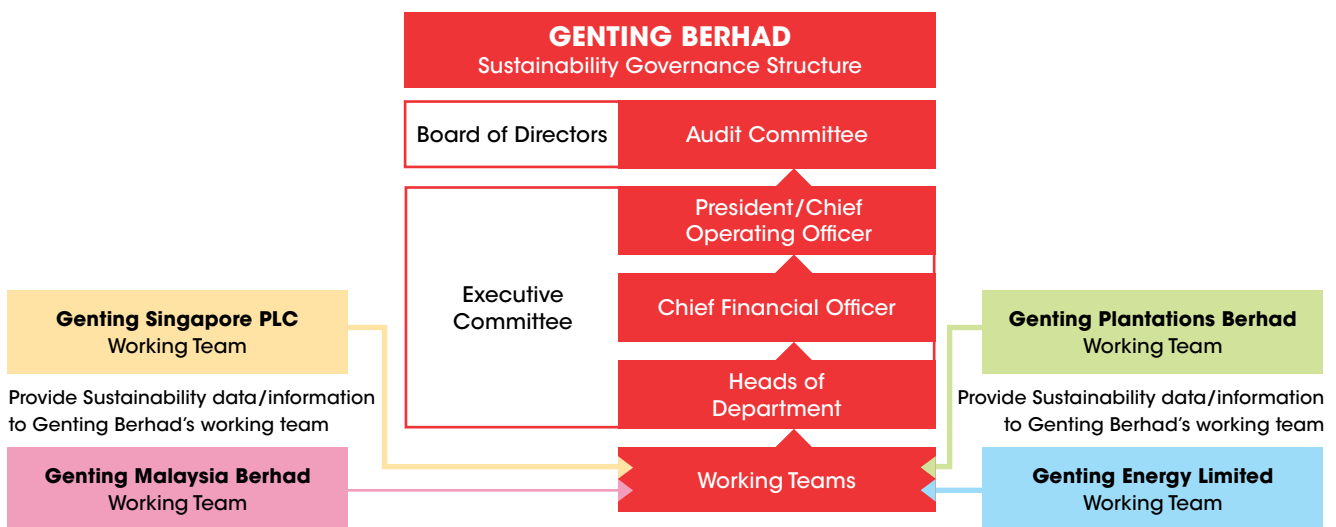


Figure 2: Sustainability Governance Structure of Genting Berhad

BOARD OF DIRECTORS

Setting the tone from the top, the Board of Directors, as represented by the Audit Committee of Genting Berhad oversees the integration of sustainability within all levels of the company. The Audit Committee also endorses the sustainability reporting for Genting Berhad.

EXECUTIVE COMMITTEE

Genting Berhad's Executive Committee is chaired by the President/Chief Operating Officer ("COO") of Genting Berhad and comprises the company's Chief Financial Officer ("CFO") and other heads of departments, as well as the Chief Executive Officer of Genting Energy. The Executive Committee meets every month to review and make decisions on material issues and strategies pertaining to the Company, Genting Energy and its direct unlisted subsidiaries, including sustainability related matters.

The sustainability report of Genting Berhad is reviewed by its CFO, approved by its President/COO and thereafter endorsed by the Audit Committee.

GROUP EXECUTIVE COMMITTEE

The Genting Group Executive Committee comprises the Presidents/COOs, CFOs and other representatives from Genting subsidiaries, who meet every month to share and discuss material issues, strategies and group related matters. Decision-making is done collectively by all Presidents on group-related matters principally to coordinate or achieve some consistency in actions, with each President and relevant staff deciding for their own company's sustainability matters. The President/COO of Genting Berhad chairs the Genting Group executive committee meetings.

WORKING COMMITTEES

Each listed subsidiary has autonomy over the decision-making process within its own organisation, including the management of its sustainability matters.

Within its own sustainability governance structure, each listed subsidiary has its own Sustainability Working Team to manage its sustainability initiatives and oversee the preparation of its sustainability report. The sustainability report and executive summary of each listed subsidiary is provided to Genting Berhad's Sustainability Working Committee to facilitate the preparation of the sustainability report for Genting Berhad.

At Genting Berhad, we strongly believe that our stakeholders are important to our continued success and the sustainability of our business. By engaging our stakeholders, we gain a better understanding of their interests and concerns, enabling us to obtain a further integrated perspective about the issues that impact our business most. This gives us opportunities to enhance and develop corporate policies and commitments that will meet the expectations of all our stakeholders.

STAKEHOLDER ENGAGEMENT

We have identified the key stakeholders as our investors, lenders, employees, government and regulators, joint venture partners, suppliers and service providers and the local community. A summary of our stakeholder engagement activities is shown in Figure 3.

Figure 3: Our Stakeholder Engagement

STAKEHOLDER	OUR ENGAGEMENT METHODS	STAKEHOLDERS' CONCERNS	OUR RESPONSES TO STAKEHOLDERS' CONCERNS
INVESTORS	<ul style="list-style-type: none"> Stakeholders meetings Corporate announcements Dedicated investor relations team 	<ul style="list-style-type: none"> Financial performance and business strategies Sustainable shareholder value Return on investment 	We assist our investors in making informed investment decisions by providing timely updates on our financial performance and recent corporate developments. We ensure that we provide reliable disclosures by having our financial statements reviewed/audited and complied with the relevant laws and regulatory requirements.
LENDERS	<ul style="list-style-type: none"> Regular communication, including responding to all due diligence and account relationship enquiries Submission of financial reports 	<ul style="list-style-type: none"> Timely repayment of loan principal and interest Fulfilment of loan covenants 	We establish trust and build good working relationships with our lenders to protect our strong credit standing and ensure continuity of our operations. Keeping to clear terms, ensuring timely repayment and compliance with loan conditions are our key priorities.
EMPLOYEES	<ul style="list-style-type: none"> Intranet portal Various employee knowledge-sharing platforms Evening talks New employee induction programme Company functions and annual dinner Departmental festivities 	<ul style="list-style-type: none"> Safe working environment Equitable remuneration Equality and fair employment practices Learning and development opportunities 	We strive to create a safe and conducive working environment based on mutual respect, trust and open communication. We place a lot of emphasis on equality and fairness for all our employees. Our Human Resources team continuously reviews our engagement methods and employment practices, seeking ways to improve the welfare of our employees.

STAKEHOLDER	OUR ENGAGEMENT METHODS	STAKEHOLDERS' CONCERNS	OUR RESPONSES TO STAKEHOLDERS' CONCERNS
GOVERNMENT AND REGULATORS	<ul style="list-style-type: none"> Regular meetings, consultation and statutory reporting Periodic participation in forums and dialogues 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Overall EES impact on our organisation 	We continue to engage with government stakeholders, providing regular updates through statutory reporting and responding to their queries. Our objective is full compliance with all applicable laws and regulations in order to maintain operating licences.
JOINT VENTURE PARTNER	<ul style="list-style-type: none"> Regular meetings and dialogues 	<ul style="list-style-type: none"> Achieve safe and stable production according to set targets 	We place great importance in maintaining the synergy and business relationships of our partners. Communication and close collaboration are key to achieving our mutual business objectives and targets.
SUPPLIERS AND SERVICE PROVIDERS	<ul style="list-style-type: none"> Liaison with suppliers before sourcing and engaging with contract managers 	<ul style="list-style-type: none"> Fair and mutually agreeable contract terms Timely payment Maintaining partnerships 	Our procurement team ensures that we uphold fair and responsible procurement practices across our supply chain.
LOCAL COMMUNITIES	<ul style="list-style-type: none"> Volunteerism and partnerships for community events Donations and other philanthropic investments (e.g. provision of free medical camps near our operational sites, aid for local schools) 	<ul style="list-style-type: none"> Responsible business operations Fair and consensual usage of land Support in community development and activities Creation of employment opportunities for local communities 	We are committed to develop the communities we operate in and fulfil our responsibilities as a responsible corporate citizen. To that end, we strive to minimise our societal and environmental impacts by responding to community concerns (e.g. managing environmental pollution arising from our operations, obtaining necessary consent and setting up of clear demarcation of our operational lands).

Genting Berhad releases all material information through Bursa Malaysia and this information is made available on the corporate website to ensure all shareholders, investors, lenders, business counterparties and the general public are updated with the latest developments in a timely and consistent manner.

The Annual General Meeting is an important forum for dialogue with shareholders. Shareholders are encouraged to participate in the proceedings and ask questions about the resolutions being proposed and the operations of the Group.

Our corporate website at www.genting.com has a dedicated and easily identifiable investor relations section where shareholders and other interested parties can find

useful information relating to the latest financial results, announcements, annual reports and other news.

CORPORATE SOCIAL RESPONSIBILITY ("CSR") ACTIVITIES IN 2016

Genting Berhad is constantly focused on our philosophy of contributing to the sustainable development of the community. Our CSR activities have always been an integral part of enhancing our corporate values for the betterment of society.

Figure 4 highlights some of the CSR activities of Genting Berhad and Genting Energy in 2016. For more information on our listed subsidiaries' CSR activities, please refer to their respective sustainability reports.

Figure 4: Highlights of Corporate Social Responsibility Activities in 2016

BURSA BULL CHARGE RUN 2016	<p>Genting Berhad employees took part in this annual charitable run organised by Bursa Malaysia to raise funds for Yayasan Bursa Malaysia (Bursa Malaysia Foundation).</p>
UNIVERSITI MALAYA - TAN SRI (DR.) LIM GOH TONG ENDOWMENT FUND	<p>In 2009, Genting Berhad invested RM1 million to establish Universiti Malaya - Tan Sri (Dr.) Lim Goh Tong Endowment Fund to provide scholarships and sponsorships for international educational and research-based programmes. A total of RM60,000 from the endowment fund income was spent during the year to sponsor students from the Universiti of Malaya's Faculty of Business & Accountancy for several activities, including a group study trip to Shanghai, student exchange programmes to Germany and South Korea, and student participation in the World Business Dialogue in Germany.</p>
CAPACITY BUILDING FOR TEACHERS IN SURROUNDING VILLAGES	<p>Teachers from 6 schools in 3 villages (Tofoi, Materabu Jaya and Forada) surrounding our oil and gas operations in Teluk Bintuni Regency, West Papua, Indonesia took part in this capacity building program to improve their teaching methods and enhance their students' learning experience. A total of IDR115 million (or about RM38,500) was invested into this programme by our Genting Energy team to improve the lives of the villagers surrounding our operations.</p>
MANAGERIAL WORKSHOP WITH SCHOOLS AND SCHOOL COMMITTEE	<p>7 schools in the 3 villages took part in this programme to provide teachers and school staff with the knowledge on good management practices.</p>
QUARTERLY BLOOD DONATION	<p>Over 100 employees participated in this blood donation programme in Teluk Bintuni Regency, which was held every 3 months to fulfil the needs of the local public hospital. Our employees also participated in quarterly blood donation drives held in Wisma Genting in 2016.</p>



Genting teams at Bursa Bull Charge Run 2016.



Blood donation by Genting employees.

MATERIALITY ASSESSMENT

In our sustainability approach, we define materiality as the principle that determines the matters or aspects where we have significant impact on and which influence our stakeholders' interests and decisions.

MATERIALITY MATRIX

A formal materiality assessment process was conducted in August 2016 involving our senior management to determine which topics matter most to our business and our stakeholders. This process was assisted by independent consultants. The first step of our materiality assessment was the review of peers' sustainability reports and interviews with our senior management to identify a potential list of material sustainability matters which are relevant for the sectors we operate in. Subsequently, a discussion was conducted with our senior management to prioritise the material issues that would be of utmost concern and have impact on our stakeholders.

Arising from this process, five sustainability topics were identified as material to Genting Berhad's stakeholders, as shown in the materiality matrix (Figure 5). They are regulatory compliance; integrity of assets; stakeholder engagement and development; corporate culture, branding and reputation; and leadership and succession planning.

We expect the results of the materiality assessment to be valid for the next two years (2017-2019) before a review may be required, unless there are significant changes to the nature of reporting.

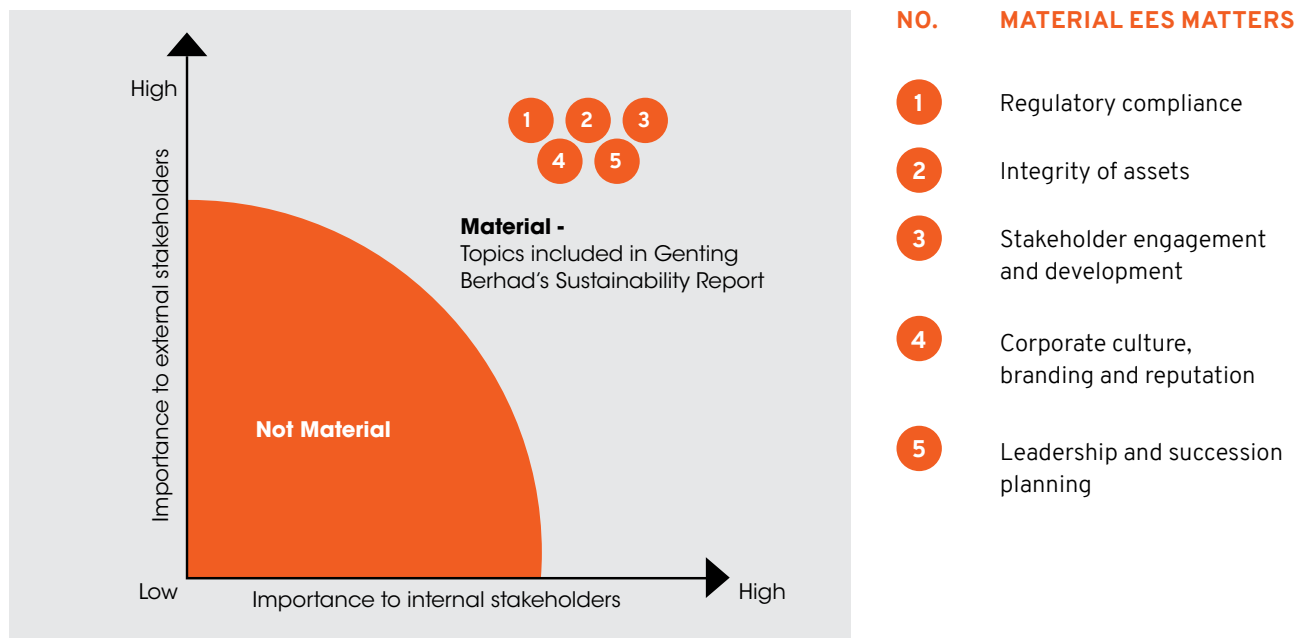


Figure 5: Genting Berhad's Materiality Matrix

MATERIAL EES MATTERS IDENTIFIED

MAPPING MATERIAL MATTERS TO GRI-G4 ASPECTS			
NO.	MATERIAL MATTERS	TOPICS	GRI ASPECTS
1	REGULATORY COMPLIANCE	Maintaining license to operate	• Compliance
		Environmental management	• Energy • Emissions • Effluents and waste • Water • Compliance
		Occupational safety and health	• Occupational health and safety
2	INTEGRITY OF ASSETS	Economic performance	• Economic performance
		Investment portfolio of Genting Berhad	• Not identifiable under GRI as an aspect
		Sustainability of Genting Berhad's subsidiaries	• Not identifiable under GRI as an aspect
		System efficiency	• System efficiency
		Intellectual property	• Not identifiable under GRI as an aspect
3	STAKEHOLDER ENGAGEMENT AND DEVELOPMENT	Community investment	• Local communities
		Adequate and reliable financial disclosures	• Not identifiable under GRI as an aspect
		Stakeholder engagement	• General standard disclosures
4	CORPORATE CULTURE, BRANDING AND REPUTATION	Corporate governance	• General standard disclosures
		Ethical business conduct	• Anti-corruption • Supplier assessment for labor practices
5	LEADERSHIP AND SUCCESSION PLANNING	Talent attraction and management	• Employment • Training and education
		Succession planning	• Not identifiable under GRI as an aspect
		Employee development	• Training and education
		Employee well-being and engagement	• Employment
		Fair employment practices	• Employment

Figure 6: Genting Berhad's Material Matters Mapped to GRI

Complying with laws, rules and regulations and effective management of natural and human resources are elemental to our organisation. Going beyond compliance helps us to reduce costs, better manage risks and constantly create value for all our stakeholders.

MAINTAINING LICENSE TO OPERATE

Ensuring casino gaming regulatory compliance is a responsibility that we do not compromise on. Some jurisdictions also require licensing of our individual Board members and senior management and therefore they have to be vigilant and knowledgeable at all times to ensure compliance with conditions imposed by regulators. Failure to do so may result in the revocation of licenses that are required to carry out our core business activities. This would undermine our ability to operate as a going concern, thereby lowering our investors' confidence in our organisation.

Our internal systems and processes help to track and monitor all applicable regulatory requirements. In addition, frequent engagement with regulators helps us to better understand these requirements. In the event that we face practical issues and concerns in meeting any requirements, these would also be highlighted and discussed with regulators to jointly find an appropriate solution. We did not incur any significant fines and non-monetary sanctions for non-compliance with laws and regulations in 2016.

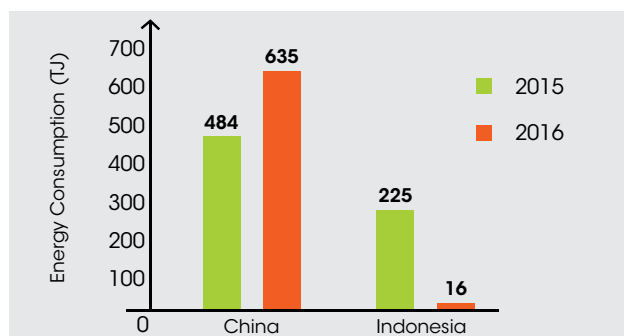


Figure 7: Direct Energy Consumption from Fuels

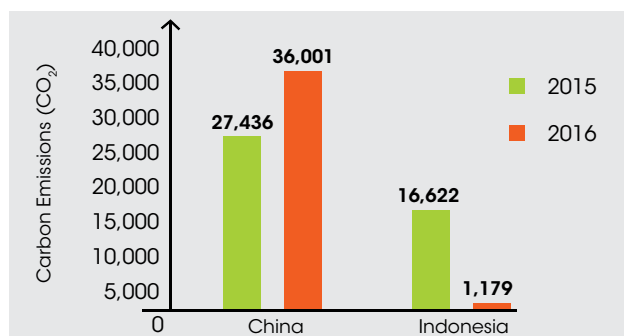


Figure 8: Direct Carbon Emissions (Scope 1)

ENVIRONMENTAL MANAGEMENT

On the global frontline in tackling climate change, 2016 was a historic turning point where nations brought the landmark Paris Agreement¹ into force. As some of the countries we operate in – Malaysia, China, India and Indonesia – have ratified the Paris Agreement, we recognise the part that we have to play to support the achievement of their respective climate change targets.

Our power and oil and gas businesses through Genting Energy naturally call for greater responsibility for us to manage our environmental impact. At the same time, the momentous move towards a low carbon economy presents multiple opportunities and risks for our businesses as larger markets for low carbon technologies and clean energy emerge.

Energy and Carbon Footprint

The regulatory landscape² in our countries of operation is directed towards efficient energy consumption and domestic energy security. In support of this, we continuously seek ways to reduce our energy consumption and associated carbon emissions through the monitoring of energy usage and adopting energy efficient technologies in our operations, where possible.

In 2016, Genting Energy's subsidiaries consumed 650 TJ of energy from fuels, over 90% of which arose from natural gas consumption in China and the remaining portion from diesel in Indonesia. The year-on-year decrease of 93% in the use of fuels in Indonesia coincided with the cessation of drilling activities as our operations progress from exploration to the development stage. Meanwhile, the 31% increase in energy consumption in China can be attributed to the drilling of new wells in 2016. Our direct energy consumption from fuels translated into 37,180 tonnes and 44,058 tonnes of CO₂ emissions in 2016 and 2015 respectively, as shown in Figure 8. This translated to approximately 15.6% decrease in total CO₂ emissions amounting to 6,878 tonnes CO₂ emissions, equivalent to the carbon emissions arising from taking 1,298 airplane trips around the world³. In India, Genting Energy's 100%-owned Jangi wind farm is not featured in either Figure 7 or Figure 8 as the wind farm does not consume any fuel since its turbines rely on wind, a natural resource, to generate electricity.

¹ The Paris Agreement is an agreement within the United Nations Framework Convention on Climate Change ("UNFCCC") that deals with greenhouse gas emissions mitigation, adaptation and financing.

² The energy and emissions policies and regulations include Malaysia's Energy Commission Act (2001), Malaysia's Efficient Management of Electrical Energy Regulations (2008), Indonesia's Law No.30 (2007), India's Electricity Act (2013), China's 13th Five-year Plan (2016 – 2020)

Electrical energy consumption and the resulting carbon emissions in 2016 remained relatively constant in comparison to 2015, as detailed in Figure 9 and Figure 10. As Genting Energy's power plant in Banten is still under construction, the electrical energy consumption reported for Indonesia relates to electricity consumption in its corporate office only. Future reports will feature energy data related to its operations.

Waste and Effluents

Waste management is an indispensable element of effective resource stewardship. In 2016, we generated 5,429 tonnes of waste, 98.7% of which were hazardous waste due to the nature of our operations. In comparison, 1,043 tonnes of waste was generated in 2015. This represented an increase of more than four times in solid waste, due to the drilling of new wells in China in 2016. No new wells were drilled in the previous year.

All hazardous waste is handled by authorised vendors for disposal. Where possible, we reused or sent our non-hazardous waste for recycling. In addition, we generated 1,351,734m³ of wastewater effluents, all of which was treated to meet applicable regulatory requirements in their respective countries of operation prior to the discharge of the effluents.

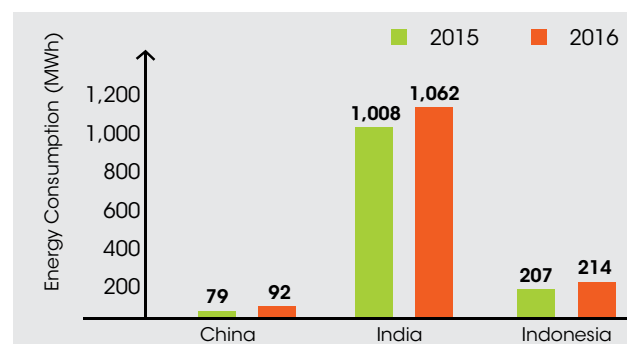


Figure 9: Electrical Energy Consumption

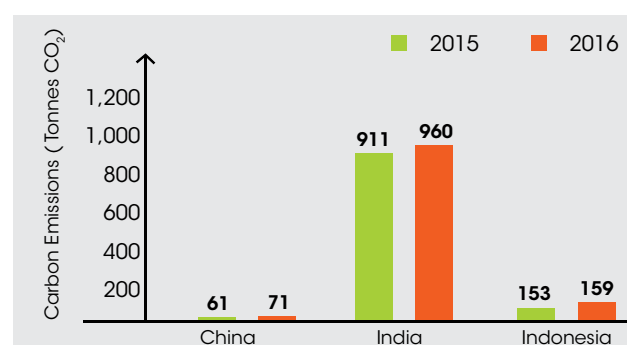


Figure 10: Indirect Carbon Emissions (Scope 2)

SYSTEM EFFICIENCY

We strive to maintain efficient systems to minimise our power plants' energy consumption and to optimise the generation of power.

In 2016, we transitioned to the commissioning phase of our new 660 megawatt coal-fired power plant in Banten, Indonesia. With the latest technology being used, the Banten power plant is expected to be one of the most efficient plants for its class when it comes into operations in 2017⁴.

In Gujarat, India, our wholly-owned wind farm produced and exported over 214 million kWh of electricity to the grid, an amount equivalent to the electricity consumption of more than 192,000⁵ residents in India for a year.

OCCUPATIONAL SAFETY & HEALTH

We are committed to upholding high standards of occupational safety and health ("OSH"). We ensure that our operations are performed keeping in mind the prevention of ill-health, injuries and maintaining strict compliance with safety requirements⁶.

This is achieved through a combination of risk assessment, identification of occupational hazards, safety trainings, development and communication of OSH policies, as well as effective implementation of OSH standard operating procedures ("SOP"). The OSH SOP of the Genting Group are developed by the Genting Environment, Health and Safety Committee which is made up of representatives from various Genting subsidiaries. More importantly, we encourage an open dialogue with our employees to inculcate a sense of responsibility for their own safety and that of others.

Owing to our effective OSH management, there was zero reportable serious work-injury related incidents for Genting Berhad and Genting Energy in 2016. We target to maintain this record in 2017 by continuing our efforts and keeping abreast with the latest OSH developments to identify new areas for improvement.

³ Based on emission factors from GHG Protocol, assuming economy class travel was undertaken.

⁴ We will share more information on how we manage the system efficiency of our coal-fired power plant when it is operational in future.

⁵ India's annual electricity consumption per capita for year 2015 – 2016 amounted to 1,075 kWh. This was retrieved from "Executive Summary for Power Sector" (November 2016) issued by India's Central Electricity Authority (www.cea.nic.in/reports/monthly/executivesummary/2016/exe_summary-11.pdf)

⁶ Examples of such safety requirements include Malaysia's OSH Act, Factories and Machineries Act and Workplace First Aid Guidelines.

MAINTAINING THE INTEGRITY OF OUR ASSETS

The inter-connection between economic, environmental, social, governance factors and corporate financial performance is becoming increasingly complex to be determined in the current context. Our challenge therefore in sustaining high performance is to leverage on all our key resources and assets today to ensure our business sustainability tomorrow.

ECONOMIC PERFORMANCE

We are accountable to our investors for the management of our assets and capital. Measuring our economic/financial performance is key for us to evaluate the effectiveness of our assets and capital management, and ensure that we are on track to achieve our financial goals. We strive to enhance our financial performance continuously to deliver value to all our stakeholders.

For more information on our economic/financial performance, please refer to Genting Berhad's Annual Report 2016, available at www.genting.com.

OUR INVESTMENT PORTFOLIO

At Genting Berhad, we invest in companies with potential for long term sustainable growth. We adopt thematic sustainable investing into various social and environmental-related industries such as life sciences and renewable energy, with the intention of generating positive impacts alongside financial returns.

Blending elements of sustainability into our business planning and decision-making helps us to better discern the environmental and societal risks that threaten not only our businesses but also the stability of the world we live in.

SUSTAINABILITY OF OUR SUBSIDIARIES

As an investment holding company, the sustainability of our subsidiaries is a vital element of our business success and continuity. While each listed subsidiary operates independently and formulates its own corporate strategies, we continuously engage them to understand how their latest corporate strategies and business operations reinforce the overall strategies of the Group to achieve operational excellence and sustainable business practices.

In this report, we included the summary of EES performance of our three listed subsidiaries, namely Genting Malaysia Berhad, Genting Plantations Berhad and Genting Singapore PLC. Please refer to pages 17 to 29 for more details.

OUR INTELLECTUAL PROPERTY

At Genting Berhad, we recognise that our intellectual property rights ("IP"), in particular our "RESORTS WORLD" and "GENTING" trademarks and brand names, are a valuable company asset. Our IP supports the continuation and growth of the various businesses of the Genting Group across the many jurisdictions which the Group and its affiliates operate in. Our brands are trusted by our customers.

We strive to protect our IP and use them effectively. We are firm in enforcing our IP rights and actions are taken against third parties who infringe on our IP in order to protect our brand value and reputation. We also respect third parties' IP. For 2016, no significant or material IP infringement cases were reported.

CORPORATE CULTURE, BRANDING & REPUTATION

For over half a century, our Genting brand has continued to grow globally. With every milestone that we reach, our roots grow deeper and our presence is further established. Maintaining a consistent brand image across all our businesses is integral for us to enter new industries and thrive in those we are already growing in.

OUR BRAND & REPUTATION

Our identity is entrenched in various brands⁷ that we carry, hence it is imperative that we protect our brands at all times. While marketing efforts are done by respective operating teams to serve their branding objectives, a consistent corporate brand image is encouraged across all Genting entities. Additionally, all our trademarks and IP⁸ are safeguarded at Genting Berhad. Today, our **Genting** brand is one of the most recognisable brands in the region, and among Malaysia's top 10 most valuable brands⁹.

Our reputation remains one of our greatest attributes and we value constructive feedbacks to enable us to enhance our brand reputation. We maintain open and regular communications with our regulators and the professional investment community through periodic briefings, face-to-face meetings, conference calls and site visits.

As transparency and accountability are the cornerstones of effective stakeholder engagement, we endeavour to disclose all material corporate information through the appropriate channels in a timely, accurate and complete manner. Our annual general meeting is a useful and interactive forum for direct engagement with shareholders.

ETHICAL BUSINESS CONDUCT

Our core values are the guiding principles that govern the behaviour expected of all our employees. Ethical business conduct is of great importance to us in remaining true to our roots and values. Our policies set out by the Code of Conduct and Code of Ethics combat corruption and reinforce our commitment to the vision and values of Genting Berhad.

Genting Berhad has a Group-wide Whistleblower Policy. The Policy sets out procedures which enables employees, directors, contractors, consultants and vendors to raise concerns regarding actual or suspected unethical, unlawful, illegal, wrongful or other improper conduct and also sets out the process for managing any action, intimidation or harassment against a whistleblower. At Genting Berhad,

OUR VALUES

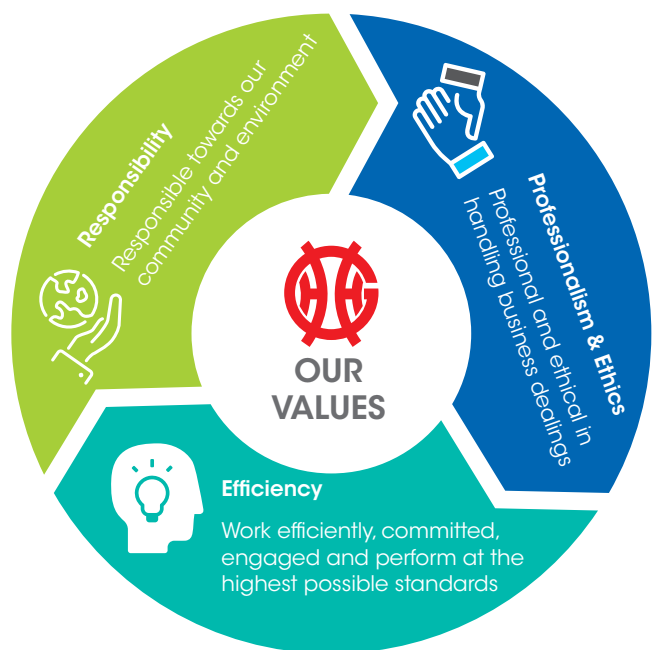


Figure 11: Our Values

a committee known as the Whistleblower Committee ("WBC") has been formed which comprises the President/COO of Genting Berhad, the CFO of Genting Berhad and the CEO of Genting Energy. The Secretariat of the WBC is the Legal Department of Genting Berhad.

A complaint may be made in several ways:

- By completing the Complaint and/or Reporting forms and submitting the completed forms in a sealed envelope marked "Private & Confidential" to the Secretariat of the WBC;
- By making a complaint to the head of department;
- By making a complaint directly to any WBC member or the Secretariat; or
- By sending an email to whistle@genting.com.

⁷ These brands include "Resorts World", "Maxims", "Crockfords" and "Genting Club".

⁸ See more in "Maintaining the Integrity of Our Assets" section.

⁹ Genting is ranked 2nd in Malaysia's most valuable brands, in a report by Brand Finance in 2016. Brand Finance is the world's leading independent branded business valuation and strategy consultancy. The report may be found in http://brandfinance.com/images/upload/brand_finance_malaysia_100.pdf

All matters discussed during investigations are kept confidential. There were zero reported cases through the whistleblowing channel during the year.

We communicate and institutionalise our Codes to every new and current employee to ensure they uphold and align themselves with our ethical standards. We have a 'zero-tolerance' policy for corruption and breaches of our Code of Conduct. There are programmes, processes and systems in place to promote and monitor compliance. In 2016, there were no confirmed incidents of corruption or breaches of our Code of Conduct.

RESPONSIBLE PROCUREMENT PRACTICES

Our centralised procurement department ensures that we uphold responsible procurement practices. Our initiatives start right at the supplier selection process, where various sustainability considerations including fair labour practices and safety requirements are embedded into our terms and conditions. Ensuring that our supplies and services are ethically sourced is of paramount importance – the businesses we work with must meet standards of ethics and business integrity on both social and environmental criteria. Our procurement team prioritises minimising such risks in the supply chain and encourage our business partners to make continuous improvement towards sustainable business conduct.

CORPORATE GOVERNANCE

Robust corporate governance is the keystone of Genting Berhad. It defines the process and structure in place to manage our resources towards the ultimate objective of value creation for all our stakeholders. In connection therewith, it is our Company's policy to uphold the highest standards of good corporate governance. This is especially crucial for us as a public company as our investors place their confidence in our Board of Directors and management to ensure that our Company is managed in the best interest for all stakeholders.

Our principles are reviewed by our Board, which has overall responsibility and accountability for the proper conduct of our business. In 2016, we strived to comply with all the principles and recommendations set out in the Malaysian Code of Corporate Governance 2012 ("MCCG 2012"); any exceptions of which appropriate justifications will be provided in our Corporate Governance Statement, which can be found in the Genting Berhad 2016 annual report. In our Corporate Governance Statement, we have described how, and the extent of which we have applied the principles in compliance with the recommendations set out in the MCCG 2012 and the Corporate Governance requirements set out in the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Another element of good corporate governance is the mitigation of risks throughout our value chain. We do this by identifying various risks and threats to our operations, performing business impact analysis and developing a business continuity plan in the event of crisis. Moreover, our internal controls are regularly assessed for adequacy to manage our risks, including fraud risks. Upon the completion of the internal controls assessment, our risk profile is reviewed and updated twice a year by each department. Such regular assessment allows us to gauge the effectiveness of our internal controls and risk areas which warrant our attention.

LEADERSHIP & SUCCESSION PLANNING

People are our most valuable resource and they are at the heart of everything we do. Our ultimate success and achievements are a result of their high-performance and commitment. As an equal opportunity employer that embraces diversity in the workplace, we strive to maintain an inclusive work culture that supports diverse talent to contribute positively to the growth and productivity in line with Genting's vision and mission.

OUR WORKFORCE

Employees form an integral part of Genting and we remain committed to human resource development. Our global workforce¹⁰ was about 49,700 as at 31 December 2016 with 35% Malaysians - comprising Malay (13%), Chinese (17%), Indian (3%) and Others (2%) - and the remaining 65% from other countries including but not limited to Singapore, Indonesia, China, United Kingdom, United States of America and Bahamas. The male to female employee ratio is 67:33; with age below 30 (31%), between 30 to 55 (65%) and above 55 (4%).

FAIR EMPLOYMENT PRACTICES

At Genting Berhad, we see diversity as a competitive advantage for our organisation. We strive to create a workplace where people from diverse ethnicities and cultures, with multiple talents and passion, come together to work successfully as a team.

As stated in our Code of Conduct, we prohibit all forms of discrimination in the workplace – every individual has an equal right and voice to make a difference. Fair treatment and equitable opportunities are given to all employees regardless of their background.

In our efforts to establish fairness in the workplace, our employees can voice their grievances through multiple communications channels. Our Human Resources team closely monitors any concerns and will address them jointly with the respective Supervisors and Heads of Department, which may include disciplinary actions within the framework of local laws and practices, if necessary.

2016

45% WOMEN IN MANAGEMENT POSITIONS



Gender Diversity

We believe in the professional development of all employees, both female and male.

Women comprise 37% of the employee base in Genting Berhad. The share of women in management was 45% in 2016.

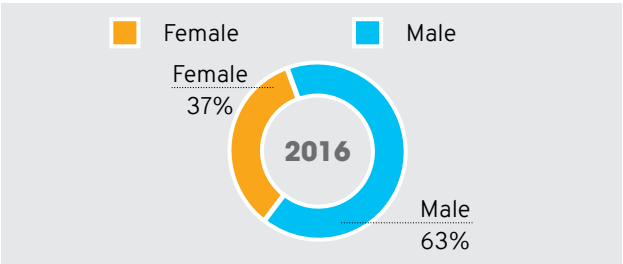


Figure 12: Workforce by Gender - Genting Berhad & Genting Energy

TALENT ATTRACTION & MANAGEMENT

We focus on attracting and recruiting the best talent for our organisation. Subsequently, retaining and developing them to succeed in our organisation are equally as important. We are dedicated to engage and retain our people, and are constantly coming up with initiatives to boost staff morale around positive work energy. This philosophy allows us to nurture a culture that empowers our talent, encourages engagement and builds a pipeline of high-performing future leaders.

In 2016, the employee turnover rate at Genting Berhad stood at 14%, a decrease of 2% from 2015 and was lower than the market turnover rate of 16% (source: Willis Towers Watson Survey Reports 2016).

¹⁰ comprising full-time employees from Genting Berhad and its subsidiaries, associates and jointly controlled entities.

Benefits

Genting Berhad offers a comprehensive and competitive benefits programme to attract and retain our talents. We regularly assess the adequacy of our benefits on a country-specific basis and compare the value delivered with that of the industry. Benefits differ by employment category and by country and they include health care and insurance, disability and invalidity coverage, parental leave, retirement gratuity, and others.

Recruiting Millennials

As the millennial generation grows in the workforce, we understand the need to develop new engagement models to bridge the generational differences. We believe millennials are a dynamic generation of workers and those with the suitable skill sets will be in high demand. To target this age group, we established internships, scholarships and other tailored outreach programmes like the Genting career Facebook page.

For instance, we established the Universiti Malaya - Tan Sri (Dr.) Lim Goh Tong Endowment Fund in 2009 with a capital of RM1 million and since then, the dividends from the endowment fund have provided sustainable funding every year to benefit students from the university's Faculty of Business & Accountancy in the form of scholarships, international student exchange programmes, overseas study trips and other educational programmes.

EMPLOYEE WELL-BEING & ENGAGEMENT**Employee Wellness**

We believe that prevention is better than cure – having a healthy mind and body reduces the risk of accidents due to inattention and lack of focus. In addition to providing a panel of clinic doctors to all executives and executive medical health checks, hospitalisation and other health benefits to senior executives, we spend considerable resources to educate them on healthy nutritional habits. For example, in 2016, a series of Health & Wellness talks were held to promote knowledge sharing and encourage a healthy lifestyle among our employees.

Engaging our Employees

We consistently engage our employees and empower our management to interact with their teams openly and judiciously. Good employee relations are critical in maintaining employee motivation and fulfilment of their needs. We do this in a myriad of ways – from departmental festivities and celebrations to evening talks and dinners – we are constantly coming up with new initiatives to foster valuable relationships with our people.

EMPLOYEE DEVELOPMENT

Our employees play pivotal roles in advancing our business with the unique and valuable skill sets that they bring. To that end, we invest in their personal development and constantly encourage them to harness their potential to the fullest.

Education & Training

We champion the idea of life-long learning and believe in a continuous learning process for our employees to broaden their knowledge, skills and competencies for their current and future roles. We are committed to providing in-house and cross-functional training, and giving our employees opportunities to achieve accredited certifications and attend other external programmes.

In 2016, our employees spent an average of 35 hours per employee in various training programmes.

Career Advancement

At Genting Berhad, we encourage employees and their superiors to have regular conversations about their performance. Our performance review takes place on a yearly cycle. This enables our employees to identify their performance gaps and development needs. Managers are not only responsible for coaching their people to succeed in their current positions, but also to help them grow towards achieving their future aspirations.

SUCCESSION PLANNING

We recognise that a systematic approach is necessary in ensuring leadership continuity. Hence, we constantly strengthen our performance management system, engaging our high-performing employees to set stretched key performance indicators and assume bigger roles and responsibilities. Career development planning based on employees' development needs and the input of their superiors are also important for us to build our pool of future leaders.

For instance, we have enhanced the performance management system with department performance matrix as a guide for heads of departments and line managers to set individual key performance indicators for their employees and included a career planning section to facilitate proper development plans for the employees. We also continuously review our succession planning strategy to identify and develop high potentials to ensure sufficient talent pool for future succession and leadership needs.

GENTING MALAYSIA BERHAD

SUSTAINABILITY SUMMARY



GENTING MALAYSIA BERHAD SUSTAINABILITY SUMMARY

OUR SUSTAINABILITY STATEMENT

As a global leader in the Leisure & Hospitality industry, we aim to provide responsible world-class services and entertainment in a safe, caring and sustainable environment.

Our mission as a responsible corporate citizen is to ensure high standards of governance across our entire operations, promoting responsible business practices, manage environmental impacts and meeting the social needs of the community and nation.

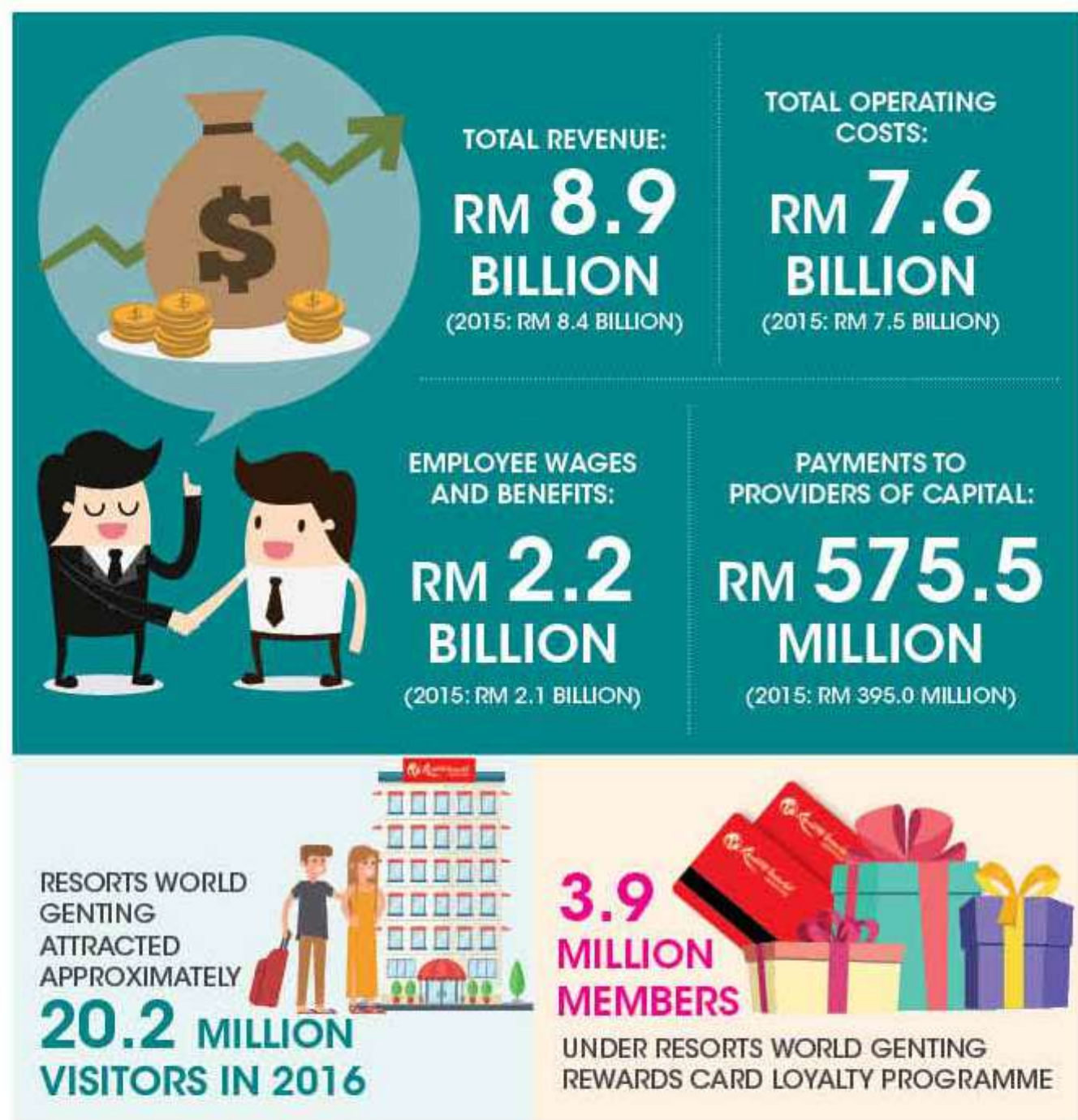
Towards this end, we strive to achieve the following:



HIGHLIGHTS OF KEY SUSTAINABILITY PERFORMANCE

ECONOMIC

Economic performance is a testament to the effectiveness of our assets and capital management. It is how we translate our moral imperative to be accountable to our investors and stakeholders into tangible value delivered to them. We strive towards long-term profitability, combining a visionary strategy with prudent asset and capital management.

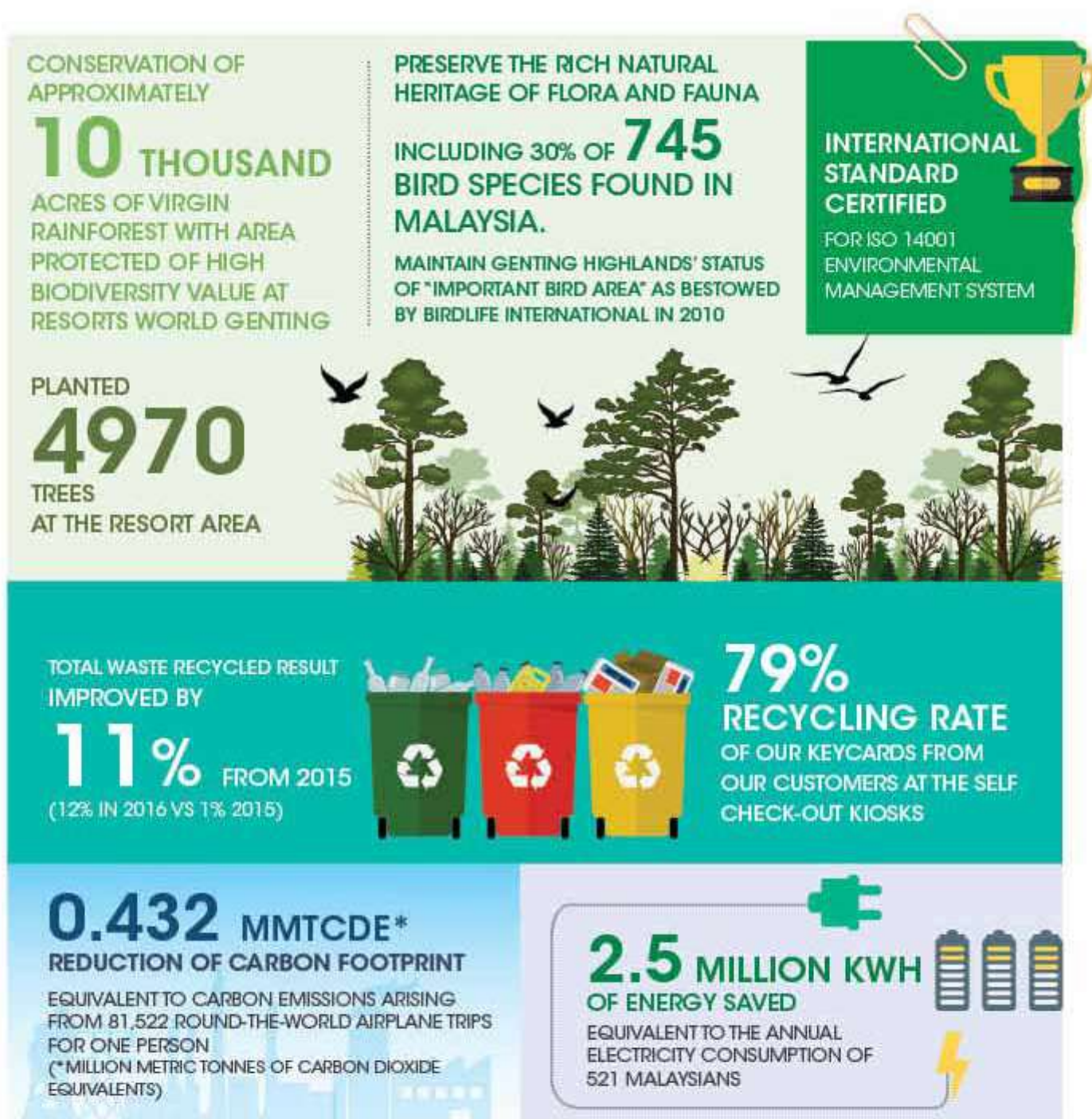


GENTING MALAYSIA BERHAD SUSTAINABILITY SUMMARY

HIGHLIGHTS OF KEY SUSTAINABILITY PERFORMANCE

ENVIRONMENT

Our operations are located in the biodiverse environment of Genting Highlands. Therefore, we are mindful of the role we play to preserve this rich natural heritage. Besides leaving the vast rainforest at our operational site untouched, we are committed to reducing our environmental footprint across our operations. This is embodied in our stewardship of resources, including effective management of energy, water and waste.



HIGHLIGHTS OF KEY SUSTAINABILITY PERFORMANCE

SOCIAL

Employees form an integral part of Genting and we remain committed to human resource development. Our Genting Malaysia workforce was about 19,000 as at 31 December 2016 with 63% Malaysians comprising Malay (39%), Chinese (45%), Indian (8%) and Others (8%). The remaining 37% is from other countries including but not limited to United Kingdom, United States of America and Bahamas. The male to female employee ratio is 60:40; with age below 30 (47%), between 30 to 55 (49%) and above 55 (4%).

We pay careful attention to the concerns and needs of our customers, employees and community through meaningful and active stakeholder engagement and develop various initiatives to respond to these concerns. Beyond delivering an enjoyable and safe holiday experience to our customers, we aim to build a fair and inclusive workplace in which our employees thrive and develop. We also consistently support the community in which we operate. To us, this is our way of fulfilling our duty as a responsible corporate citizen.



GENTING SINGAPORE PLC

SUSTAINABILITY SUMMARY



Genting Singapore is best known for their award-winning flagship project, Resorts World Sentosa in Singapore, which is one of the largest integrated resort destinations in Southeast Asia. Its casino is the first in Asia Pacific to receive the RG Check accreditation from the Responsible Gambling Council in 2015, while its S.E.A. Aquarium and Dolphin Island are two of only three facilities in Asia to be accredited with the Association of Zoos and Aquariums. In 2016, Genting Singapore was one of the pioneer companies listed on the Singapore Exchange Sustainability Leaders Index and Sustainability Leaders Enhanced Index.

This summary report focuses on Genting Singapore's primary business operations in Resorts World Sentosa, Genting Hotel Jurong, Marine Aquaculture and Research Centre and Genting Centre.

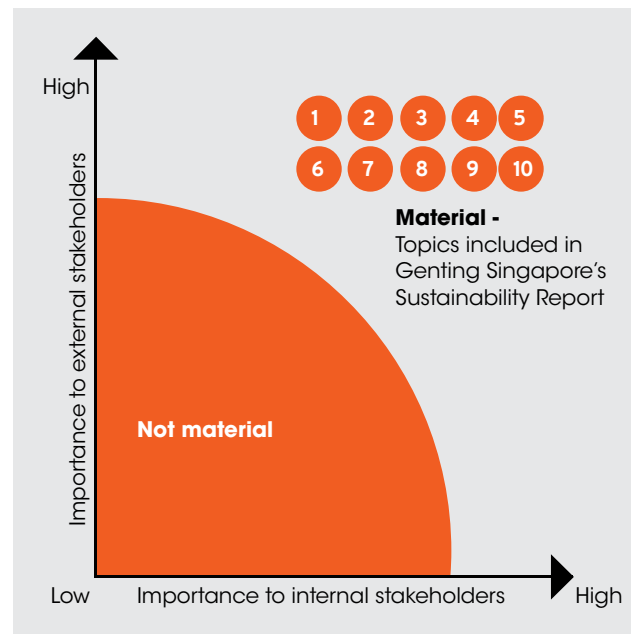
MATERIALITY ASSESSMENT

Genting Singapore has identified 10 material Environmental, Social, Governance ("ESG") issues which form the main basis of its sustainability disclosures. It conducted a formal materiality assessment workshop in 2013 with its senior management to identify the ESG matters most relevant and significant to their internal and external stakeholders. Building on the results of its formal materiality assessment conducted in 2013, Genting Singapore has reviewed the material ESG issues every subsequent year, leading to additional three material issues identified in 2015. The full list of material issues in 2016 are as follows:

1. CORPORATE GOVERNANCE

To ensure the company's financial integrity, investor confidence and superior performance, Genting Singapore has a corporate governance framework in place which governs 5 areas, namely:

- Core Principles and Code of Conduct
- Enterprise Risk Management ("ERM")
- Prevention of Money Laundering and Terrorism Financing ("PMLTF") Framework
- Approach Towards Anti-Competitive Behaviour
- Entertainment & Gifts and Whistleblower Policies



2. REGULATORY COMPLIANCE

Being in the gaming industry, Genting Singapore takes effort to ensure all operations are conducted lawfully in accordance with local and international regulatory requirements as well as the company's rules and regulations. Despite the efforts to monitor and address the company's regulatory compliance, there were eight reported cases of warnings and eight reported cases of fines in 2016. Genting Singapore took corrective actions to enhance quality and efficiency of compliance activities.

3. COMMUNITY INVESTMENT

In Genting Singapore, Corporate Social Responsibility is anchored in its corporate culture since the early beginnings. Genting Singapore is committed to give back to the community through RWS Cares, using its three-pronged approach to empower the community, engage its stakeholders in community development and conserve the environment.

In 2016, Genting Singapore spearheaded many Corporate Social Responsibility programmes and initiatives, focusing on children and youths as it believes every child has potential within them for greater achievements that can be nurtured to bring out their distinct talents for contributions to society.

CASE STUDY 1: aRWSome APPRENTICESHIP

In 2016, Genting Singapore partnered Students Care Service on a two-month mentorship programme, and brought on board 10 youths who had dropped out of schooling due to personal and family circumstances.

The students were taken under the wings and tutelage of the experienced team members from Meetings, Incentives, Conferences and Events, who mentored and trained them in events and conventions management. The objective was to equip them with lifelong skills and knowledge in running integrated resort operations.

The mentorship has seen positive outcomes in character-building and personal development. After the programme, two of the participants were inspired to return to school to pursue further studies in tourism and hospitality. Since January 2017, both former dropouts have enrolled in ITE College West in Food & Beverage Operations and Business Services courses respectively.

In 2017, aRWSome Apprenticeship will partner People's Association in a nationwide outreach through the Project We Care ENRICH programme and continue to impart useful industry skill sets to the needy and underprivileged with the objective of improving their employability and quality of life.

4. RESPONSIBLE PROVISION OF PRODUCTS AND SERVICES

It is important for Genting Singapore to look after customers' health and safety, protect customer privacy,

and ensure safety labelling of products and services. All products and services offered by Genting Singapore are safe for their customers as all rides, attractions, food & beverage outlets, are in compliance with Safety Standards.

Employees at the operating units are trained to manage guest safety in times of adversity and public health hazards. In case of emergencies such as fire, terrorism or pandemics, Genting Singapore is prepared to respond to these emergencies with pre-planned approaches to the situations.

A Personal Data Protection Policy is in place with compliance to the Personal Data Protection Act to ensure guests' privacy when providing personal information.

Overall, there were no summons for non-compliance of safety laws and regulations for all attractions, hotels and food & beverage outlets under Genting Singapore in 2016.

5. BIODIVERSITY

As Resorts World Sentosa is surrounded by a range of flora and fauna, protecting the biodiversity is especially important to the company. There are a total of 40 species on International Union for Conservation of Nature ("IUCN") Red List and 37 species on Convention on International Trade in Endangered Species ("CITES") I & II List in Genting Singapore's care.

Genting Singapore organised several events in 2016 to advocate the local community in Singapore on coastal conservation issues. It has 6 on-going partnerships with 6 different organisations to promote and enhance the curriculum for schools and guests regarding conservational issues.

Some of Genting Singapore's marine conservation efforts in 2016 included the breeding of mud crabs and horsehose crabs. Coral breeding is an on-going project. In 2017, Genting Singapore also aims broaden shark awareness programme by offering diving courses so guests can see the sharks up-close. The marine animals in S.E.A. Aquarium are also carefully monitored to ensure optimum health and safety.

Genting Singapore integrates nature into its resort development with green roofs, green walls and lush planting around high rise buildings. All trees are protected against damage, such as lightning and pests, and their health and safety are constantly monitored. This includes using organic fertilisers made from residue from food outlets, which also helps the overall business operation by reducing wastes.

6. ENVIRONMENTAL MANAGEMENT SYSTEM

As one of the largest integrated resort destinations in Singapore, Resorts World Sentosa is conscious of the impact its operations has on the environment in areas of energy, emission, water management, and waste and effluents. In 2016, the fuel energy was reduced by 5% while energy and electrical energy consumption and intensity was reduced by 3%. Fresh water consumption was reduced by 11% in 2016 as a result of water saving initiatives such as collecting rainwater for specific uses, training employees on water-conservation and installing water consumption tracking systems.

Genting Singapore has reduced waste by 4.6% and increased the use of recycled materials by 39.4% in 2016. This was achieved through implementation of 3Rs - Reduce, Reuse, Recycle; training and awareness building; and innovative reduction of waste. For safety purposes, 100% of Genting Singapore's hazardous waste was disposed by appointed certified vendors through incineration.

7. TRAINING AND DEVELOPMENT

The sustainability of Genting Singapore's business depends largely on the performance of its team members. By providing appropriate opportunities and trainings, its team members are empowered to deliver memorable experiences to the guests. Genting Singapore's service vision of "Creating WOW Moments Together" drives its targets to equip team members with the necessary knowledge, relevant skill sets and appropriate attitude. Every year, the team members go through an objective performance appraisal cycle. A 360 degree feedback evaluation was initiated in 2016 for all Vice Presidents and above. This evaluation tool allows the company to collect a representative suite of data to better appreciate and design development interventions for the leaders.

8. ECONOMIC PERFORMANCE

A sound financial performance is vital for a company to sustain its business operations. Genting Singapore's economic performance can be interpreted through their financial performance, which can be found in their Annual Report 2016.

9. HUMAN RIGHTS

Genting Singapore implements a fair and inclusive employment that follows fair and merit-based employment practices with no discrimination on race, age, gender, religion or nationalities. While being open to hiring foreign talents, Genting Singapore supports local employment in view of the future competitiveness of Singapore economies.

10. PUBLIC POLICY

Genting Singapore's participation in international forums or discussions, NGOs to address issues and to lobby for policies within the industry include advocating responsible gaming ("RG").

As a casino operator, Genting Singapore understands that underage and problem gambling can cause harm to its guests, their families and society. Genting Singapore acknowledges a duty of care in encouraging its guests to gamble responsibly at its premise. It has a rigorous RG programme, together with a strong RG governance structure and RG culture among its team members that go beyond regulatory compliance to strengthen social safeguards relating to gambling, create RG awareness and provide intervention in problem gambling cases.

In 2015, Genting Singapore was the first casino in Asia Pacific to receive the RG Check accreditation from the RG Council. The recognition, from one of the most comprehensive and rigorous RG accreditation programmes in the world, is a testimony of Genting Singapore's commitment to providing a safety net to its patrons.

CASE STUDY 2: RISING GAMBLING AWARENESS IN PARTNERSHIP WITH THE MINISTRY OF SOCIAL AND FAMILY DEVELOPMENT

Resorts World Sentosa participated in the Responsible Gaming Awareness Week ("RGAW") held from 29 July to 6 August 2016. The RGAW was opened by Mr Tan Chuan-Jin, Minister for Social and Family Development, who presented tokens of appreciation to our president, Mr Tan Hee Teck, for our commitment to RG practices.

Resorts World Sentosa hosted 3 RG roadshows at our casino. Throughout the roadshows, Genting Singapore's RGAs together with representatives from the MSF, engaged about 600 patrons in fun interactive games designed to publicise the problem gambling hotline and to raise awareness of RG issues including gambling myths/tips.

HIGHLIGHTS OF KEY SUSTAINABILITY PERFORMANCE ¹¹

**S\$2,228
million**

Total revenue for 2016



**> 42,000
beneficiaries**
impacted through our
community outreach
programmes



**0 corruption
cases**
impacted through our
community outreach
programmes



431,818 m³
of rainwater recycled
equivalent to 173 Olympic size
swimming pools



Protecting over
40 species¹²
on IUCN Red List and
37 species
on CITES I & II List



638,043 kWh
of renewable energy
generated through our
solar panels



8% reduction
of total occupational
lost day incidents
from 2015



100%
copier papers, playing cards
and sanitary papers used in
the resort are procured from
sustainable sources



72.4
Average guest
satisfaction for all
attractions, RWS hotels
and spa; improved by
2% from 2015

¹¹ The full Genting Singapore PLC Sustainability Report 2016 is available at www.gentingsingapore.com

¹² This figure only includes species that are Critically Endangered, Endangered and Vulnerable on the IUCN red list.

GENTING PLANTATIONS BERHAD

SUSTAINABILITY SUMMARY

Baha Sanctuary at Genting Tanjung Estate, Sabah

GENTING PLANTATIONS BERHAD SUSTAINABILITY SUMMARY

We aspire to achieve a balanced integration of ethical, social, environmental and economic considerations in the way we conduct our business to create sustainable long-term value for our stakeholders.

Our Group is fully cognisant that it is imperative for businesses to forge mutually-desirable outcomes founded on shared values for our stakeholders, and seeks to pay as much heed to continuously raising our sustainability performance as we do to meeting our commercial goals.

Hence, we are always guided by the core commitments of our four-pillared sustainability agenda, encompassing Environment, Community, Workplace and Marketplace.

ENVIRONMENT

- To practice responsible stewardship of the environment given that our business is closely related to nature
- To strive to adhere to the principles of sustainable development for the benefit of current and future generations

COMMUNITY

- To build mutually beneficial relationship with the communities where we operate and with society at large through active engagement
- To enrich the communities where we operate

WORKPLACE

As our people is our most important asset, we strive

- To create a conducive and balanced working environment encircling good practices, safety and well-being of employees
- To attract and retain talent, and nurture our employees to enable them to realise their full potential
- To remunerate employees commensurating to their academic and work achievements
- To provide continuous development through training and further academic learning

MARKETPLACE

- To conduct our business with honesty, integrity and a commitment to excellence
- To personify exemplary corporate governance and transparent business conduct

Our Sustainability Report is available for download from www.gentingplantations.com/sustainability

HIGHLIGHTS OF KEY SUSTAINABILITY PERFORMANCE



ISCC EU ISCC PLUS

certifications for all
oil mills and
supply bases in
Malaysia



RSPO

certifications for 2 oil mills
and 7 estates with total
certified area of 17,102
hectares in Malaysia



ISPO

certifications for Mulia Oil
Mill and supply bases
in Indonesia



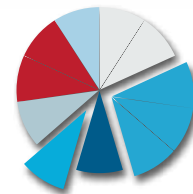
Zero discharge

Genting Jambongan Oil Mill
- 1st oil mill with zero
discharge in Malaysia



Over 30,000

trees planted to date under
reforestation project along
Tenegang Besar River,
Sabah



BOD₃ Level - average 13ppm

for oil mills with 20ppm
BOD₃ limit



Amicable resolution

of Native Customary Rights
land case in Tongod, Sabah



Supports 8 scholars

to date under
Tan Sri (Dr.) Lim Goh Tong
Endowment Fund



Supports over 700 children

in 13 Humana schools
in Sabah



Over 18,500 employees

KEY ELEMENTS	REFERENCE	
	PAGE	SECTION
ORGANISATIONAL PROFILE		
Name of the organisation	2	About Genting Berhad
Primary brands, products, and services		
Location of organisation's headquarters		
Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report		
Nature of ownership and legal form		
Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)		
Scale of the reporting organisation	2	About Genting Berhad
	15	Our Workforce
		Fair Employment Practices
Total workforce by employment type, gender, employment contract and region	15	Our Workforce
		Fair Employment Practices
Organisation's supply chain	14	Responsible Procurement Practices
Explanation of whether and how the precautionary approach or principle is addressed by the organisation	14	Corporate Governance
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures (List all entities in the consolidated financial statements)	2	About Genting Berhad
Process for defining report content and the Aspect Boundaries and explain how the Reporting Principles has been implemented	8 – 9	Materiality Assessment
Material Aspects identified in the process for defining report content		
For each Material Aspects, report the Aspect Boundary within the organisation and outside the organisation		
STAKEHOLDER ENGAGEMENT		
List of stakeholder groups engaged by the organisation	5 – 7	Stakeholder Engagement
Basis for identification and selection of stakeholders with whom to engage		
Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process		
Key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns		
REPORT PROFILE		
Reporting period	1	Reporting Standards & Boundaries
Date of most recent previous report	-	Genting Berhad Annual Report 2015 (financial year ending 31 December 2015)
Reporting cycle	1	Reporting Standards & Boundaries
Contact point for questions regarding the report or its contents		Availability and Feedback Channel

KEY ELEMENTS	REFERENCE	
	PAGE	SECTION
GOVERNANCE		
Governance structure of the organisation, including committees of the highest governance body that are responsible for decision-making on economic, environmental and social impacts	4	Sustainability Governance
Highest governance body’s and senior executive’s role in the development, approval and updating of the organisation’s purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts		
Highest governance body’s role in reviewing the effectiveness of the organisation’s risk management processes for economic, environmental and social topics		
ETHICS AND INTEGRITY		
Organisation’s values, principles, standards and norms of behaviour	13 – 14	Ethical Business Conduct
Internal and external mechanism for seeking advice on ethical and lawful behavior, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanism or hotlines		
CATEGORY: ECONOMIC ASPECT: ECONOMIC PERFORMANCE		
Disclosure on Management Approach	12	Economic Performance
Direct economic value generated and distributed	2	About Genting Berhad
	12	Economic Performance
CATEGORY: ENVIRONMENTAL ASPECT: ENERGY		
Disclosure on Management Approach	10 – 11	Energy and Carbon Footprint
Energy consumption within the organisation		
ASPECT: EMISSIONS		
Disclosure on Management Approach	10 – 11	Energy and Carbon Footprint
Direct greenhouse gas (GHG) emissions (Scope 1)		
Energy indirect greenhouse gas (GHG) emissions (Scope 2)		
ASPECT: EFFLUENTS AND WASTE		
Disclosure on Management Approach	11	Waste and Effluents
Total water discharge by quantity and destination		
Total weight of waste by type and disposal method		
ASPECT: COMPLIANCE		
Disclosure on Management Approach	10	Maintaining License to Operate
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		

KEY ELEMENTS	REFERENCE	
	PAGE	SECTION
CATEGORY: SOCIAL - LABOR PRACTICES AND DECENT WORK		
ASPECT: EMPLOYMENT		
Disclosure on Management Approach	15 – 16	Leadership & Succession Planning
Total number and rates of new employee hires and employee turnover by age group, gender and region		
Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
Disclosure on Management Approach	11	Occupational Safety and Health
Percentage of total workforce represented in formal joint management – Worker health and safety committees that help monitor and advise on occupational health and safety programs		
Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender		
ASPECT: TRAINING AND EDUCATION		
Disclosure on Management Approach	16	Employee Development
Average hours of training per year per employee by gender, and by employee category		
Percentage of employees receiving regular performance and career development reviews, by gender and by employee category		
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES		
Disclosure on Management Approach	14	Responsible Procurement Practices
Percentage of new suppliers that were screened using labor practices criteria		
CATEGORY: SOCIAL - SOCIETY		
ASPECT: LOCAL COMMUNITIES		
Disclosure on Management Approach	7	Corporate Social Responsibilities Activities
Percentage of operations with implemented local community engagement, impact assessments and development programmes		
ASPECT: ANTI-CORRUPTION		
Disclosure on Management Approach	13 – 14	Ethical Business Conduct
Confirmed incidents of corruption and actions taken		
ASPECT: COMPLIANCE		
Disclosure on Management Approach	10	Maintaining License to Operate
Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations		
CATEGORY: SOCIAL - PRODUCT RESPONSIBILITY		
Disclosure on Management Approach	10	Maintaining License to Operate
Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		

GENTING BERHAD (7916-A)
24th Floor, Wisma Genting
Jalan Sultan Ismail
50250 Kuala Lumpur, Malaysia

T : +603 2178 2288 / 2333 2288
F : +603 2161 5304

www.genting.com

