

SUSTAINABILITY STATEMENT

We at GDB Holdings Berhad (“GDB”), and its subsidiaries (“the Group”), are resolute to protect the environment and to create a long-lasting shared value with our stakeholders by integrating solid sustainability measures into our business and operations. Sustainability measures encompass all aspects of ethical business practices that we follow to address relevant Economic, Environment, Social and Governance (“EESG”) issues responsibly and profitably. We view every project as an opportunity to build a better future for our clients, partners, employees and communities where we operate.

Global sustainability trends and industry trends have evolved, and we must adapt our operations accordingly to be more beneficial to the environment and society. Therefore, we have made significant investments and leveraged our expertise to reinforce our environmental commitments and to work towards a greener future for the planet.

We have established our Sustainability Policy, which outlines the measures and strategies we will undertake to fulfil our commitments and to be kept informed of any emerging sustainability issues.

ABOUT THIS STATEMENT

This Sustainability Statement is our means of disclosing our sustainability practices because we value accountability and transparency. In FYE 2022, we further expanded our sustainability journey by making it an overarching goal in our business. We start this journey by presenting our initiatives and actions towards sustainable development.

Scope and Boundary:

This statement covers the Group’s entire operations, including subsidiaries directly controlled by the Group and held through a majority stake.

Reporting Guidelines:

- Malaysian Code on Corporate Governance (“MCCG”) 2021
- Bursa Malaysia Sustainability Reporting Guide 3rd Edition

Reporting Period:

Historical information gathered from previous years was included to provide context to the data and display actionable patterns.

Reporting Cycle: Coinciding with our financial year-end

Engage With Us: Send us your feedback at enquiry@gdbhb.com.my

SUSTAINABILITY STATEMENT (CONT'D)

SUSTAINABILITY GOVERNANCE

We have created a sustainability governance structure to facilitate the implementation of our sustainability strategies across our business in a structured manner. This framework specifies the processes for setting goals, reporting progress and strengthening relations with our external stakeholders. It states the clear lines of accountability and responsibility so that every level of the Group, from the workers at the construction sites up to the members of the Board is cognisant of their roles in delivering sustainability, EESG and corporate responsibility.



Ethics and Governance

We have established the Group's Code of Ethics and Conduct, which states the ethical principles that must be followed by directors and employees in all business activities of the Group.

We have also established an Anti-Bribery and Corruption Policy, which emphasises our zero-tolerance approach to all forms of bribery and corruption at all levels of our organisation. Our Whistle Blowing Policy provides all our employees and stakeholders with an avenue where they can securely and confidentially report incidents of improper conduct and non-compliance with the Group's Code of Ethics and Conduct and policies.

Our continuous cooperation with our stakeholders ensures that our business activities are always conducted with the highest ethical standards. Since its establishment, we have not received any reports of improper conduct.

Sustainability Risk Management

We have adopted a risk management framework in our corporate governance structure to ensure that our business review process can accurately identify EESG risks and recognise opportunities. This process involves detecting, evaluating, mitigating and monitoring EESG risks that are relevant to our business activities.

In addition, we have implemented a comprehensive Quality, Environmental, Safety & Health Management System (QESHMS) to promote quality, environmental protection and workplace safety and health. Also, part of this review are regulatory and standards compliance assessments for ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

SUSTAINABILITY STATEMENT (CONT'D)

MATERIALITY

In FYE 2022, we performed our first materiality assessment to determine the significant impacts on our business and operations and to identify the areas where we are creating or diminishing sustainability values. Consequently, we were able to map out the sustainability matters that can enhance our business resilience and performance. The materiality assessment was conducted as follows:

The Process



To ascertain the sustainability issues that are relevant to the Group, we adopted the following materiality assessment process:

1. Listed all the stakeholder groups and sustainability issues and ranked them according to their importance.
2. Collected insight from all stakeholder group representatives about the sustainability matters and their areas of interest.
3. Plotted the sustainability themes on a matrix to illustrate their importance with respect to one another.
4. The result of the analysis was reviewed by the management and subsequently submitted to the BOD for validation and approval.
5. The approval from the BOD indicates a clear unified tone from the company's leadership and guarantees that the material sustainability matters will be addressed in a group-wide scale.

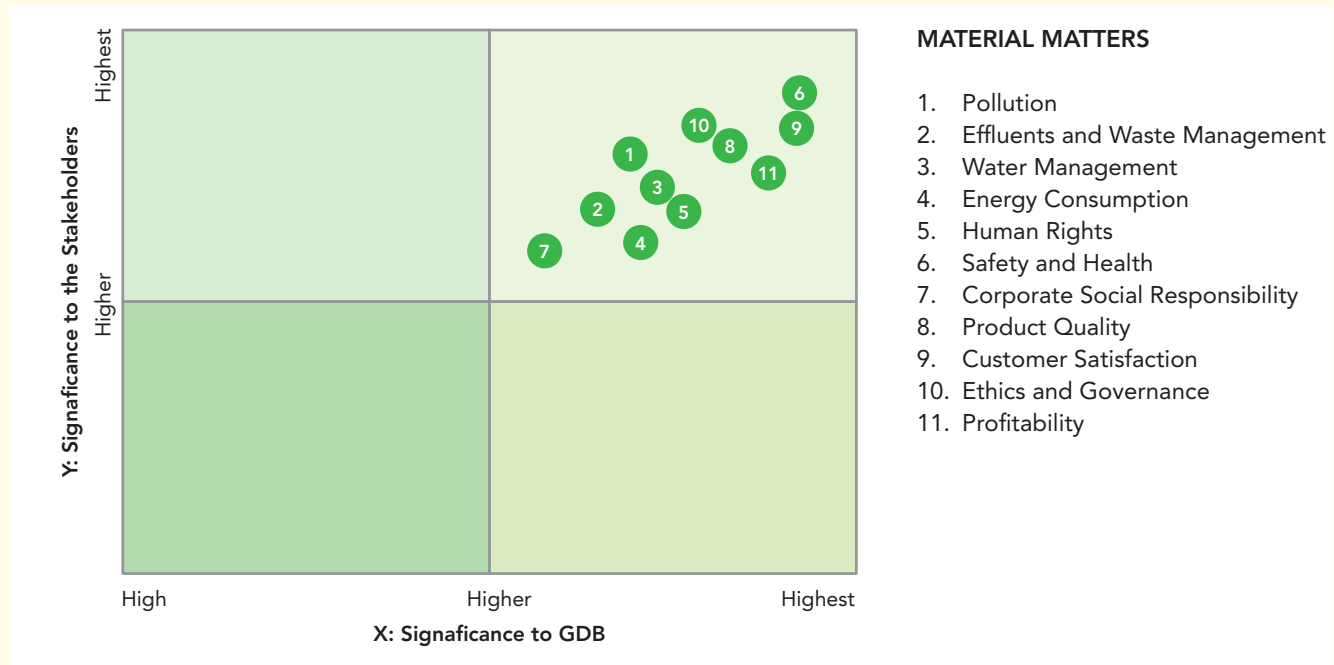
Materiality Matrix

The materiality matrix below shows the perceived significance of all EESG impacts to the Group and the stakeholder groups. The most important themes are mapped on the upper right-hand quadrant.

The top material issues are Safety and Health, Customer Satisfaction, Profitability, Product Quality and Ethics and Governance. Safety and Health is imperative due to the hazardous nature of our business. Meanwhile, Customer Satisfaction, Profitability and Product Quality directly and indirectly impacts the economic value generated for our stakeholders. Ethics and Governance pertains to how we manage our business in an ethical, transparent and responsible way such that all our stakeholders are treated equally and fairly.

Environmental issues are situated closely together in the middle of the matrix. Our business segment belongs to the construction sector which involves providing building and foundation construction and engineering. We strive to reduce the environmental impacts of our supply chain and our operations that we are able to control.

SUSTAINABILITY STATEMENT (CONT'D)



STAKEHOLDER ENGAGEMENT

We maintain constant communication with our stakeholders via different modes of engagement throughout the year. Meaningful collaborations with them enable us to anticipate their needs and respond promptly. We know that our long-term success hugely depends on the value we deliver to all our stakeholders.

The table below presents the list of our stakeholders, our communication channels, their concerns and our corresponding actions.

Stakeholders	Concerns	Communication Channels and Activities
Shareholders	<ul style="list-style-type: none"> - Profitability and Growth - Transparent and Timely Communications - Ethics and Governance 	<ul style="list-style-type: none"> - Annual General Meetings and Extraordinary General Meetings - Timely Financial Disclosure and Regulatory Filings - Timely Media Releases and Website Updates on Corporate Developments - Good Corporate Governance and Compliance Structure
Customers	<ul style="list-style-type: none"> - Quality - Timely Delivery - EESG 	<ul style="list-style-type: none"> - ISO 9001 and ISO 45001 Certification and Compliance Audit - Technological Advancements - Standardisation and Continuous Improvements - Customer / Client Feedback

SUSTAINABILITY STATEMENT (CONT'D)

Stakeholders	Concerns	Communication Channels and Activities
Employees / BOD	<ul style="list-style-type: none"> - Benefits and Remuneration - Career Progression - Communication - Safety and Health 	<ul style="list-style-type: none"> - Salary and Benefits Benchmarking and Performance Reviews - Incentive Programme - Training and Succession Planning - Policy Updates and Communications - ISO 45001 Certification and Compliance Audit - QESHMS
Contractors / Suppliers / Consultants	<ul style="list-style-type: none"> - Safety and Health - Timely Payment - Ethics and Governance 	<ul style="list-style-type: none"> - ISO 45001 Certification and Compliance Audit - QESHMS - Fair and Transparent Payment and Procurement Processes
Authorities / Regulators / Certification Bodies	<ul style="list-style-type: none"> - Regulatory and Statutory Compliance 	<ul style="list-style-type: none"> - Renewal of Permits and Licenses - Enhancement of Policy and Procedures for Regulatory and Statutory Compliance - Zero Non-compliance Targets - Internal Audit Reports
Analysts / Media / Investors Relation	<ul style="list-style-type: none"> - Quality Information and Feedback - Transparent and Timely Communications 	<ul style="list-style-type: none"> - Press and Investor Conferences and Media Appearances - Timely Media Releases and Website Updates on Corporate Developments - Provision of Sufficient and Accurate Information - Responding to Surveys
Financial Institutions	<ul style="list-style-type: none"> - Economic Performance and Profitability - Business Strategies - Ethics and Governance 	<ul style="list-style-type: none"> - Meetings and Conferences - Annual Reviews - Good Corporate Governance and Compliance Structure
Community	<ul style="list-style-type: none"> - Environmental Impact of Construction Activities - Safety and Health - Human Rights - Contributions to the Local Community 	<ul style="list-style-type: none"> - Environmental Protection Measures - ISO 14001 and ISO 45001 Certification and Compliance Audit - Human Rights Policy Followed by Actions and Monitoring - Local Sourcing and Hiring - Corporate Social Responsibility Activities

SUSTAINABILITY STATEMENT (CONT'D)

SHARED ECONOMIC VALUE

Similar to other major industries, the construction sector is also a significant contributor to economic growth and development, as well as innovation and technological advances. In every project, we build the skills of our employees to create good quality and resilient products that improve people's lives and provide long-term benefits for generations to come. In doing so, we create a shared value that significantly contributes to the national and local economy. Additionally, our Hong Kong and SIRIM 5S certification and awards for our projects have garnered international repute for the Group's projects in the country.

Our direct economic impacts include salaries paid to our employees, revenues and profits, dividends to shareholders and taxes. The indirect economic impacts pertain to our capabilities, cutting-edge technologies, upskilling of our employees and supply chain growth.

FYE 2022 Economic Impacts

The construction industry benefits the community by providing jobs and wages. This boosts local spending, as the employees/workers are expected to spend their earnings for their needs on other local businesses. Taxes collected from the construction industry also help fund public works and services for the betterment of the local economy. Business owners and investors also benefit from the profits and dividends, which could be used for further reinvestments or spending in other local businesses.

REVENUE: RM 510.06 <small>MILLION</small>	PAT ATTRIBUTABLE TO OWNERS OF THE GROUP: RM 17.20 <small>MILLION</small>	CORPORATE TAX: RM 5.56 <small>MILLION</small>	NUMBER OF EMPLOYEES: 337
SHAREHOLDERS' FUND RM 160.4 <small>MILLION</small> <small>(2021: RM149.8 MILLION)</small>	AMOUNT OF SERVICES PROVIDED TO LOCAL CONTRACTORS/SUPPLIERS/SERVICE PROVIDERS: RM 458 <small>MILLION</small>		INVESTMENTS IN EQUIPMENT AND MACHINERY: RM 1.1 <small>MILLION</small>

SUSTAINABILITY STATEMENT (CONT'D)

QUALITY, ENVIRONMENTAL, SAFETY AND HEALTH ("QESH")

We have established a QESH Policy, which outlines our procedures for protecting the environment, safeguarding the safety and health of our stakeholders and ensuring that we deliver excellent products and services. We aim to preserve our environment and improve our performance in order to generate a shared value from our EESG strategy.

At GDB, we know that our actions have immediate impacts on human and environmental conditions. We believe that we can attain long-term success by integrating sustainability in our business practices.

QESH CERTIFICATIONS

International Management Systems

As a testament to our QESH commitments, we have obtained ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications. We have consolidated all these principles, systems, processes and standards into one integrated management system, QESHMS. It streamlines our Quality Management, Environmental Management and Safety and Health Management Systems, thereby saving us time and increasing our efficiency. As a result, we are able to focus on a wide range of crucial areas.



In addition, GDB projects have attained QLASSIC, CONQUAS, BuildQAS and SHASSIC certifications. We have also completed and been certified for the Construction Green 5S programme as part of our commitment to quality, environmental, safety and health and productivity.



ESH COMMITTEE

The Company ESH Committee is headed by the Group Executive Director, who is assisted by the Senior ESH Manager. Company ESH Committee members include the General Manager, Heads of Project ("HOPs"), Project Manager, ESH Officer and other Heads of Department ("HODs") such as Logistic, Store and Quality Assurance.

The Project ESH Committee is headed by the HOP, who is assisted by the Project ESH Team. The Site ESH Committee consists of sub-contractors, representatives from the Company's site management, site employees and site workers.



SUSTAINABILITY STATEMENT (CONT'D)

QESH Targets and Achievements in Year 2021

Listed below is our performance against our targets. These are presented during the Management Review Board ("MRB") meeting every year in the month of June.

Category	Targets	Performance	Comments
Quality	90% of sub-contractors to achieve Grade C and above on performance evaluation	Achieved 96.7%	Notices of performance evaluation have been issued to the sub-contractors who scored below Grade C
	60% of employees to achieve Grade B and above in their annual performance appraisal	Achieved Grade B and above 89.71%.	Performance appraisal were carried out for 282 employees
	80% of the planned annual training programmes are implemented	Achieved 92.33%	183 employees have attended trainings and have evaluated that majority of the trainings were good
Safety and Health	Zero Full Stop Work Order; At most 3 times of Partial Stop Work Orders from authorities	Not Achieved	Not achieved due to COVID-19 cases and the presence of a larvae breeding ground at project sites
	Delivery of all building projects with SHASSIC score at least 90%	Achieved	Two projects achieved SHASSIC score of 90.78% and 97.93%
	Zero major loss time injury	Achieved	No cases have been reported
	Zero fatality at each project site	Achieved	No cases have been reported
Environment	100% compliance with environmental legal and other requirements	Achieved	One project has failed in water quality and noise level monitoring, however the project has rectified and implemented remedial actions. The said project site was then certified "passed" during subsequent re-inspection
	Average score of 80% for internal environmental inspections for project sites and head office annually	Achieved	The scores of all project sites range from the lowest score of 97.06% to the highest score of 99.60%

SUSTAINABILITY STATEMENT (CONT'D)

QESH MANAGEMENT REVIEW BOARD

We have established MRB to review the suitability, adequacy and effectiveness of the implemented QESHMS. The review specifically focuses on the following agendas:

- Follow up on the status of actions from previous MRB meetings;
- Changes in external and internal issues that are relevant to the QESHMS;
- Strategic direction of the organisation and expectations of the stakeholders;
- Evaluation of potential opportunities for continuous improvements; and
- Performance against targets together with the evaluation on the effectiveness of the QESHMS.

QESH RISK MANAGEMENT

The Group's QESH risk management is a cyclic process that consists of five (5) steps. In Risk Identification, potential risks are identified and categorised into QESH. Their respective risks and opportunities are also determined. In Risk Assessment, the likelihood of occurrence and impact of each QESH risk is ascertained – the greater the impact, the higher the priority. Action Plans refer to the monitoring and mitigating measures that are implemented. The different departments across the Group take actions to identify, analyse and respond to risks with clear timelines.

Environmental Aspect and Impact Register ("EAIR") and Hazard Identification, Risk Assessment and Risk Control ("HIRARC") are the Group's primary strategies for planning and managing risks relating to Environment and Safety and Health ("ESH"). We have carried out risk assessments at the workplace to detect substandard actions and working conditions and have taken the necessary corrective actions.

In summary, we use the QESH risk management system to identify potentially harmful risks and their impacts, select the most cost-effective solution, monitor the results and maintain steady improvement.



SUSTAINABILITY STATEMENT (CONT'D)

AWARENESS AND TRAINING

Prior to work commencement, all on site workers are mandated to attend an ESH induction course. Our ESH officers and supervisors organise on site ESH meetings, such as daily and weekly toolbox briefings, monthly ESH committee meetings, on the job trainings, emergency drills, HIRARC, Standard Operating Procedure ("SOP") briefings and policy or procedure updates. In addition, special training sessions are conducted by external experts. Participants will gain certifications in some of the off-site training programmes.

TOOLBOX BRIEFING AGENDA

Safety and Health Matters

1. Trade work safe operation procedure / HIRARC requirement.
2. Daily housekeeping after work.
3. Provide fall protection to prevent fall of person or material.
4. Compliances to Covid-19 SOP.
5. Accident/Incident reporting procedure.
6. Emergency response plan and guideline.
7. Personal protective equipment compliances.
8. Electrical safety.
9. Safety compliance during working at height.
10. Security matters - electrical tool declaration and gate pass procedure.
11. Welfare facilities and it's maintenance.

Environmental Matters

1. Promote 3R
2. Use spill tray to prevent spillage.
3. Maintain good housekeeping at working area.
4. Dust control from rubbish dumping activity.

Enumerated below are the external training programmes for Environment, Safety and Health.

FYE 2022 ENVIRONMENT, SAFETY AND HEALTH TRAINING (for Contractors and Employees)

Subject	Description	Number of Hours	Number of Participants	Total Number of Hours Attended	Category
Workshop on Climate Change for the Construction Sector	Measuring & Managing GHG Emissions – Scope 1, 2 and Selected Scope 3	16	1	16	ENV
GBI Facilitator Webinar	Covers all aspects of the GBI (Green Building Index) certification process	24	3	72	ENV
Innovative Techniques in Industrial Environmental Pollution Control Training	Innovative Techniques in Industrial Environmental Pollution Control Training	8	1	8	ENV

SUSTAINABILITY STATEMENT (CONT'D)

FYE 2022 ENVIRONMENT, SAFETY AND HEALTH TRAINING (for Contractors and Employees)					
Subject	Description	Number of Hours	Number of Participants	Total Number of Hours Attended	Category
The Cooler Earth 2022: Sustainability Summit	The summit focused on the significant systemic, business and lifestyle changes urgently needed for humanity to transition to a more livable future, and how this can be done in a way that "leaves no one behind"	16	1	16	ENV
Basic Occupational First Aid, CPR and AED Training Programme	Emergency procedure that can be carried out immediately if there is any injury or sickness happen at workplace	8	29	232	S&H
Forklift Safety and Competency Training	Become familiar and adept with the methods and techniques for safe and competent forklift truck operators	8	18	144	S&H
Impact of New OSH (Amendment) Act 2022 and Its Regulation to Industries	Impacts of the OSH amendment to industries	8	4	32	S&H
Fire Fighting Safety Course	Fire fighting awareness	4	3	12	S&H
OSHE Sustainability During Pandemic & Endemic	Environmental aspects and impacts during pandemic and endemic; Generative change in sustaining OSH implementation during pandemic and endemic	16	5	80	ESH
Seminar Guidelines on Management of Occupational Noise-Related hearing Disorders	Seminar on facilitating participants in fulfilling the relevant requirements in a comprehensive and integrated approach	16	1	16	ESH

SUSTAINABILITY STATEMENT (CONT'D)

FYE 2022 ENVIRONMENT, SAFETY AND HEALTH TRAINING (for Contractors and Employees)					
Subject	Description	Number of Hours	Number of Participants	Total Number of Hours Attended	Category
I5SO-SIRIM CG5S Training and Certification	Coaching on how to improve quality, environmental, safety and health, productivity and speed as well as how to reduce cost through CG5S practice. 5S is jointly promote by SIRIM and I5SO	16	37	592	ESH
TOTAL		140	103	1,220	

ENVIRONMENT

We are committed to protect and preserve the environment at all our project sites for the long-term benefit of our employees and the surrounding communities. Our ISO 14001:2015 certification, Environmental Policy and QESHMS practices outline our commitments towards our environmental goals.

Climate Change

Our contributions to reducing and avoiding climate change's effects are rooted on ISO 14001:2015 standards. We strive to reduce our environmental impacts by efficiently using resources and fossil fuels, recycling materials and minimising the emission of toxic substances throughout their life cycle.

Life Cycle Perspective

There has been growing awareness about waste reduction. Thus, we have evaluated the environmental burdens associated with our products, processes and activities. For this purpose, we have formulated a life cycle perspective table to get a clear picture of our actions, the environmental aspect and impact and the solutions we have implemented to reduce the environmental burdens posed by our business and operations.

Activity	Environmental Aspect	Solutions
Raw material acquisition	Consumption of resources	Use of products with recyclable content and minimise the use of virgin materials
	Air pollutant emissions	Low VOC paint, coating, carpet flooring and sealant
Transportation/ Delivery	Air pollutant emissions	Local purchasing
Construction	Resource consumption and waste generation	Reduce, Reuse and Recycle (3R)
End of life treatment/ Final disposal	Waste disposal	Recycle and reuse of scrap iron, timber waste, etc

SUSTAINABILITY STATEMENT (CONT'D)

Pollution

Construction activities unavoidably generate various contaminants that cause pollution, thereby harming employees and nearby residents. We have adopted several measures for mitigating air, water, noise and soil pollution.

Air Quality

Air quality is regularly monitored at all our sites. Site access zones are paved with concrete or hardcore materials to reduce dust emissions. Internal rubbish chutes are located on every floor, which can be accessed by using a lift shaft to minimise dust dispersion. We use low-VOC paint and eco-friendly adhesives and ensure that the exhaust gas emitted by our vehicles and machinery is within acceptable levels.



Air Quality Monitoring by using High Volume Sampler



Rubbish Chute

WASTE, EFFLUENT AND RESOURCE MANAGEMENT

Conserving natural resources is one of our main strategies for managing the environmental impacts of our activities.

Segregation and Recycling

We practise the 3R of waste management at all our project sites. This starts with proper waste segregation. For each waste category, a specific storage area is designated with clear labelling. Scheduled and hazardous waste are clearly marked to avoid contamination. Workers are assigned to conduct daily housekeeping.

To reduce the disposal of waste in landfills, we identify waste that can be transformed into reusable products. Those that cannot be reused are sent for recycling. Reusable materials include concrete waste that could be cast to lintel, concrete blocks and barriers and wheel stopper.



Used timber pallets as a wall divider



Chairs made of used drums



Concrete road barrier from concrete waste



Lintel



Wheel Stopper



Bicycle Rack

SUSTAINABILITY STATEMENT (CONT'D)

Effluents

In addition, we have installed earth drains, silt traps, water treatment tanks and sedimentation ponds to ensure that the quality of the water discharged to public drains is compliant with the standards prescribed by national water authorities.

Eco-Friendly Material Management

Some of our projects are Green Building Index (GBI) certified. For these projects, we practise Eco-Friendly Material Management for our material purchasing process. This consists of conducting material tracking, in which we require our suppliers to indicate the recycled content and reuse value of the raw materials. We also consider the distance between the project sites and the material source, as well as the local purchasing options. All these purchasing factors boost local community development and the eco-friendliness of our activities. For example, we have purchased a wire mesh composed of 87.84% recycled material from a local supplier, thereby making it a GBI scoring material.

WATER MANAGEMENT

We use a water filtration system to treat muddy water prior to discharge from the site to the external drain. We have also engaged the services of a consultant to conduct periodic water quality surveys in critical locations at all our sites. All parameters applicable to our operations, such as Biological Oxygen Demand, Chemical Oxygen Demand, suspended solids and others, are tested. The parameters and the results are then compared to Malaysia's National Water Quality Standards.



Collection of water sampling

ENERGY CONSUMPTION

Our energy consumption varies depending on the number of our ongoing projects. We utilise energy prudently and use only the amount necessary.

As revealed by our life cycle analysis, we endeavour to purchase products that are sold, manufactured or harvested near our project sites to save energy from logistics. We also inculcate energy conservation awareness amongst the staff and site workers, particularly during the staff and toolbox meetings.

SAFETY AND HEALTH

Safety and Health ("S&H") is one of our top priorities at GDB, as demonstrated by our commitment to ISO 45001:2018 and our projects' SHASSIC certifications. We have established a safe work method statement that complies with all the relevant legal and statutory requirements. These are also presented in detail in the HIRARC Safe Work Method Statement. We conduct S&H meetings with staff and sub-contractors' representatives throughout the construction period to ensure that all aspects of our S&H measures are adequately incorporated. We believe that emphasising the S&H of our employees, workers and the workplace translates into a happier and healthier workforce which promotes better work performance and productivity.

SUSTAINABILITY STATEMENT (CONT'D)

Safe Working Practices and Monitoring

We perform S&H monitoring to identify any safety weaknesses, find their cause and formulate potential solutions to address them. Given that our business activities primarily deal with the construction of high-rise buildings, we have furnished our on site employees with a manual on S&H Roles and Responsibilities.

We also organise monthly ESH committee meetings which are attended by the subcontractor's project manager and heads. The discussed topics during these meetings include ESG statistical updates on manpower, accidents / incidents including near misses that occurred at the site, ESH observations and audit findings. An inspection checklist is also regularly filled to verify the status of ESH conditions at the workplace, welfare facilities, fire and emergency equipment, first aid boxes, scaffoldings, plant and machinery, equipment and others.

To further protect our employees and workers against risk of injuries, we have adopted additional safe working practices. This will eliminate the risk of fall by providing the fall prevention system on floor openings, hard barricade systems for all edge protection up to topmost working floor, demarcation of safe access, electrical safety and others.

ENVIRONMENTAL SAFETY AND HEALTH PERFORMANCE

The tables below depict our ESH performance for the past three years.

SAFETY AND HEALTH STATISTICS (Coverage: All Contractors and Employees)									
Year	Fatalities	^{N1} LTIR	^{N2} IFR	Severity Rate	Man Hours/Year	Total workdays Lost	Number of Occupational Disease	^{N3} Environmental Non-Compliance	^{N3} OHS Non-Compliance
2022	0	0	0	0	5,663,220	0	0	0	2
2021	0	0	0	0	5,868,300	0	0	0	5
2020	0	0	0	0	3,108,676	0	0	0	11

^{N1} Lost Time Injury Rate (LTIR) : Number of occurrence of injuries which prevents any person from performing normal work and leads to permanent or temporary incapacity to work

^{N2} Injury Frequency Rate (IFR) : $\frac{\text{Number or Lost Time Injury} \times 100,000}{\text{Total Man Hours Worked}}$

^{N3} Non-Compliance : Number of regulatory non-compliance or fine from the Authorities

Year	ENERGY CONSUMPTION				WATER CONSUMPTION
	Electricity (kWh)	Diesel (litre)	Petrol (litre)	Natural Gas (m3)	Public Utility (m3)
2022	2,642,019	441,486	154,958	2,050	119,644
2021	2,668,420	377,115	123,309	3,469	142,890
2020	1,464,938	346,920	127,631	2,792	95,795

There is no water withdrawn or disposed to and from the subsurface and surface water, as these water sources are out of proximity to our projects. Our projects are also not considered water-stressed sites.

SUSTAINABILITY STATEMENT (CONT'D)

RAW MATERIAL INPUT					
Year	Timber (tons)	Plywood (pieces)	Steel Bar (tons)	Wire Mesh (m2)	Aggregates (tons)
2022	356	17,444	6,273	209,234	9,487
2021	263	21,339	8,911	495,702	9,198
2020	307	20,217	9,513	294,951	5,445

WASTE GENERATION				
Year	^{N1} Effluent Discharge (m3)	^{N2} Hazardous Waste (tons)	^{N3} Non- Recycled Waste (tons)	^{N4} Waste Recycled (tons)
2022	14,054	0.29	9,043	2,960
2021	8,062	1.40	6,614	1,623
2020	4,008	0.32	5,397	1,598

^{N1} Septic tank waste, sent for treatment and disposal

^{N2} Also known as scheduled waste, sent for treatment and disposal

^{N3} General waste destined for landfill

^{N4} Sent for recycling (metal, paper, timber and others)

RESPONSIBLE PRACTISES

Fair Dealing and Integrity

All business transactions of GDB are conducted ethically and fairly. We implement an organisation-wide system that prohibits all types of unfair dealings. Our standard purchasing procedures state the basic firm principles we follow when dealing with suppliers. In addition, our suppliers must abide by our Code of Ethics and Conduct and our Anti Bribery and Corruption Policy. Suppliers are provided with copies of our policies, which they must read, understand and acknowledge by affixing their signatures.

Environmental and Social Requirements

Prior to their accreditation to our supply chain, prospective contractors are informed of and shall comply with our QESHMS and ISO requirements. Our suppliers are also informed of our statutory and regulatory machinery and safety requirements to eliminate hazards and reduce safety and health risks. Suppliers of materials that require storage must provide safety data sheets and coordinate with the site ESH officer regarding environmental requirements.

SUSTAINABILITY STATEMENT (CONT'D)

Compliance

We engage a third-party Internal Auditor to assess and analyse our Group's business practices to ensure that they adhere to the Group's policies and procedures as well as the government's legislation and regulations.

Our QESH department is responsible for the implementation of the Group's QESHMS. The QESH department conducts inspections in accordance with the QESHMS, which includes quality, environmental, safety and health assessments throughout the construction period for all our project sites. The QESH department follows a set of stringent procedures that include the setup of detailed monitoring, controlling and inspection work sequence, periodic internal quality, environmental, safety and health audits and assessment practices. Sub-contractors that are found to be non-compliant with the QESHMS implementations will be issued a non-compliance report, fined or blacklisted, depending on the severity of the offence.

We also participate in QCLASSIC, CONQUAS, BuildQAS and SHASSIC assessments for our projects to further endorse our workmanship quality and safety based on the construction industry approved standards.

CUSTOMER

In all our projects and at every stage of construction, we uphold the following Mission:

- To employ, cultivate and support our knowledgeable and motivated teams through continuous development and improvement driven by the synergy of Efficiency, Teamwork and Commitment of the management and staff.
- To build dedicated and lasting relationships with our valued customers by delivering progressive excellence, reliable quality and cost-effective projects that exceed expectations through the exceptional performance of every member of GDB every time.
- To safeguard Mother Nature and provide sustainability as well as additional peace of mind for our customers by upholding ecological, resource-efficient green technologies and environmentally responsible practices during every stage of construction.

Consistent with our Mission, the Group is committed to meet our customers' needs and requirements as mutually agreed, fulfilling legal, statutory and EESG requirements. The construction sector is a very demanding industry. Any infraction can delay delivery and cause financial and reputational damages to our customers. As such, we make sure that we are always ready to face any kind of regulatory and customer audits by making sure all of our certifications and permits are always up to date. We also ensure that our international and national management systems comply with newly introduced procedures and standards, if any.

SUSTAINABILITY STATEMENT (CONT'D)

Client Satisfaction

Our client satisfaction target is to achieve a minimum of 85% and above in client surveys on each completed project. As shown below, we have achieved an average of 86.2% on all our projects. Looking forward to serving our clients better, we have reviewed our clients' comments and survey criteria with particular attention to the sites that did not achieve our target.

CLIENT SATISFACTION SURVEY FOR COMPLETED PROJECTS



EMPLOYEES

We recognise the important role of human capital in realising our success. Our people are pivotal and integral not only to our growth but also to promote our sustainability agenda. Thus, GDB has taken a concerted effort to attract, retain and develop worthwhile and deserving talents. Moreover, our employees' safety and health and well-being remain a non-negotiable priority. We also strive to promote a culture of excellence and meritocracy at GDB.

At GDB, we believe that implementing robust sustainability standards enable us, in partnership with our employees, to bolster the resilience of our business against the pressures of societal demands. We proudly report that in FYE 2022, there were no employee rights issues or labour legal infractions at GDB.

Diversity and Inclusivity

We aim to uphold a culture of progressiveness where the human rights of every individual is respected and protected. We embrace diversity, inclusivity and equality at the workplace. We follow fair recruitment and promotion processes based on merit and provide equitable opportunities without discrimination in terms of race, religion, gender, age, marital status, disability, ethnicity and nationality.

SUSTAINABILITY STATEMENT (CONT'D)

Human Capital Development

At GDB, we assist our employees to reach their full potential by exposing them to on-the-job learning cum coaching through technical and skills training, workshops and seminars. As part of our performance appraisal programme, we identify the training and development needs of our people to identify how they can improve by setting annual training plans.

TRAINING FYE 2022		
Training	Number of Hours	Number of Participants
Environmental, Safety and Health	1,220	103
Career Development	112	13
Finance, Operations, Administration and others	174	46

Our Workforce

The table below shows the composition of our workforce. As at 31 December 2022, GDB has a workforce of 337 employees in total, of which 77% are male and 23% are female. At the management level, 74% of the managers are male and 26% are female. The gender composition is reflective of the generally male dominant construction industry. The number of contractual employees varies depending on the Group's projects.

EMPLOYMENT TYPE FYE 2022	
Contractual	222
Permanent	115
Total	337

AGE CATEGORY FYE 2022	
Age Bracket	Number of Employees
20-30	121
31-40	108
41-50	52
51 and above	56
Total	337

ETHNIC COMPOSITION FYE 2022	
Ethnicity	Number of Employees
Malay	128
Chinese	132
Indian	5
Foreign Workers	69
Others	3
Total	337

SUSTAINABILITY STATEMENT (CONT'D)

WORKFORCE BY EMPLOYMENT LEVEL	FYE 2022	FYE 2021	FYE 2020
Executive and Senior Management	9	10	8
Management	46	49	48
Professionals	129	162	144
Professional Support	31	51	37
Administration	22	27	25
Operations	100	34	38
Total	337	333	300

MANAGEMENT FEMALE REPRESENTATION						
Year	FYE 2022		FYE 2021		FYE 2020	
Gender	Male	Female	Male	Female	Male	Female
Managers	20	7	26	7	24	8
Executive	46	17	64	26	53	21

EMPLOYEE RETENTION By GENDER						
Year	FYE 2022		FYE 2021		FYE 2020	
Gender	Male	Female	Male	Female	Male	Female
Number of Employees	260	77	242	91	222	78
Employee Turnover	82	25	51	16	22	6
Number of New Hires	22	6	53	20	77	24
Number of Resignations	82	25	51	16	32	6

SUSTAINABILITY STATEMENT (CONT'D)

COMMUNITY

ESH at the Construction Site

Construction sites unavoidably contain inherent hazards, such as dust, noise, soil erosion, waste, traffic congestion, flood, stagnant water and pedestrian accidents. At the start of every project, we first assess the potential impacts of our construction activities on the communities and then introduce strategies that will promote environmental protection and protect the safety and health of the surrounding communities.

Human Rights

Human rights are undeniably essential to sustainable development and are therefore ingrained in our Sustainability Policy. Our Policy enumerates the rights of every employee. We monitor the hiring of foreign workers and ensure that it complies with the relevant immigration laws. We ensure foreign workers are provided with accommodations that comply with the Workers' Minimum Standards of Housing, Accommodations and Amenities (Amendment) Act 2019 and are paid in accordance with the required minimum wage and that their safety and health are protected. We also adhere to the laws against child labour that are prescribed in the Children and Young Persons (Employment) Act 1966.

Charitable Donations

FYE 2022 DONATIONS	
Purpose	Amount (RM)
Donation for flood victims	18,177.00
Donation for Charity work of Lin San Association KL	7,240.00
Kasih Hospice Charity Golf	5,000.00
PDRM Upgrade works of Police Station	5,150.00
Total	35,567.00