

Developing **S**ustainably *for* Everyone

Sustainability Report 2017



Aerial View of Proposed Kemena Heights
project @ Bintulu, Sarawak

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Aerial view of the Tropics City and surrounding projects along Jalan Song prime district.

Overview of Report

Regal International Group Ltd. ("**RIG**" or the "**Company**", and together with its subsidiaries, the "**Group**") is pleased to present its first Sustainability Report covering its sustainability performance in the financial year ended 31 December 2017 ("**FY2017**"). Our approach to sustainability is guided by the Company's mission to create sustainable values for our stakeholders.

This Sustainability Report aims to inform our stakeholders of our sustainability efforts and performance using a structured approach guided by the Global Reporting Initiative Sustainability Reporting Standards ("**GRI Standards**"), by reporting the key material aspects of sustainability as well as the Company's strategies, initiatives and performance in relation to environmental, social and governance issues.

Scope of Report

RIG's Sustainability Report will be published on an annual basis starting from FY2017. This report covers FY2017 from 1 January 2017 to 31 December 2017.

This report aims to provide a balanced and reasonable representation of the sustainability performance of RIG. All the information and statistics are in relations to the Group's operations unless stated otherwise. All information and data are not verified by third party. Internal data monitoring and verification relied on to ensure accuracy.

Reporting Process

With FY2017 being the first year of issuing Sustainability Report, RIG engaged an external consultant to facilitate the sustainability reporting process and to advise on the industry leading practices on sustainability reporting. RIG's Sustainability Reporting Committee (the "**SR Committee**") consists of the Chief Executive Officer (the "**CEO**"), the Communications and Business Development Manager, and the management staff of each core business function.

Headed by the CEO, the SR Committee directed the preparation of the report. The management staff collected the information necessary for this report from the various departments they each are responsible for. Overall, this process was coordinated by the Communications and Business Development Manager. The Group aspires to improve this process continually to ensure that our strategy is well integrated across all our business functions.

Reporting Guidelines

This report has been prepared based on GRI Standards. "Core Option" has been adopted for "General Disclosure" as this is the first time that RIG issues a sustainability report. The Group will consider adopting "Comprehensive Option", which has more items to disclose, as and when the option is appropriate in the future.

Comments and Feedback

All feedbacks on this report are welcome as to help us improve our sustainability performance. Please address all feedbacks to the SR Committee at sr@regalinternational.com.sg.

Message from the Board

Over the past 13 years, the Group has maintained its consistency in constructing, completing and marketing a range of property development projects, mainly in East Malaysia, laying the groundwork for more successful years ahead.

Paving the way to a sustainable future

RIG has been dedicated to excel in everything we do, and at every level. As a Company, we understood the importance of not only considering the top-down, but also the bottom-up, and of considering stakeholders' goals from every angle, from economic performance to social and environmental efforts.

Achievements

RIG has achieved commendable success in the Built Environment Industry. From a small building construction and property development company, the Group now owns a diverse property portfolio that includes shop houses, landed residential properties, condominiums, commercial and industrial units.

On the 26 October 2017, representing RIG, our Group CEO, Mr. Su Chung Jye was conferred the prestigious Built Environment Industry (BEI) Asia Distinguished award at the BEI Asia Awards 2017 Ceremony. The award acknowledged that the Group has demonstrated excellence in business while incorporating best business practices such as corporate social responsibility through sustainable efforts.

Forward Strategy

RIG adopts a strategy of product innovation and value chain creation to ultimately heighten demands and broaden its customer base. The Group is constantly on the lookout to enhance its development projects through value-added services and innovative real estate applications.

Leveraging on RIG's unique position as the gateway for international investors into Sarawak, the Group explores strategic ventures and collaboration opportunities in alignment with its vision and evolves as cross-border platform connector between investors from Singapore, Malaysia and China.

Propelling ahead, RIG is confident that these strategies will enable the Group to attain its business success as a value-added builder developer that integrates real estate products with complementary business ventures of sustainable growth, keeping in mind its goal of integrating sustainability in its new projects.

Social Program Initiatives

We believe in giving back to the society and contributing to the general social well-being.

Annually, the Company will conduct a Chinese New Year charity red packet handouts in Kuching, Sarawak, to as many as over 550 members from various welfare associations. In addition, the Group also organized Sarawak Children's Cancer Society (SCCS) Charity Movie outings and participated in fund-raising food fairs organized by The Salvation Army for the less privileged.

Engaging Stakeholders

Lastly, RIG believes in actively engaging its stakeholders in its sustainability journey. We would not be able to achieve any of this without the help of the people who work with us and for us. Our shareholders, investors, customers, employees, suppliers, contractors and the community all contribute to the success.

We thank each of you for the support you have given us so far, and we look forward to collaborating and partnering with you as we continue our journey to a sustainable future. Your steadfast support has been a constant source of comfort and will be an impetus to drive us forward to achieve even more.

RIG is confident that these strategies will enable the Group to attain its business success as a builder developer that integrates real estate products with complementary business ventures of sustainable growth.

With gratitude and thanks,

Board of Directors

Regal International Group Ltd.

Strategic Update

Fundamental Beliefs

RIG's core corporate philosophy of "Happiness for You and Me" denotes creation of happiness and mutual well-being of the Company, staff as well as the public community.

Initiated more than 12 years ago, RIG has been accumulating small deeds of kindness along the way by making positive contribution to society with the aim of creating and increasing awareness of the less fortunate groups in Malaysia so that more people will volunteer to help them. Our motto '**Developing Sustainably for Everyone**' guides our business decisions when it comes to developing properties, keeping all stakeholders in mind.

Commitment

RIG is committed towards supporting communities and charitable organisations where it operates and cultivating employees with compassion. Seeds of empathy and kindness were planted along the way as the Group believes in giving back to the society and contributing to the general social well-being through the execution of development projects and the management of its operations.

The Group partakes in food fairs and donation drives organised by registered charitable organisations in Kuching, Sarawak on a regular basis.

On the 31 August 2017, Regal's charity team participated in a fund-raising food fair organised by the Salvation Army, a charity association providing residential homes for children and elderly, family support services, refugee help and emergency relief services at the Salvation Army Kuching Boys' Home.



At the Salvation Army fund-raising food fair.



Movie outing with Sarawak Children's Cancer Society (SCCS).

Apart from fund raising, the Group had organised a charity movie outing on 19 August 2017 for Sarawak Children's Cancer Society (SCCS). This event has brought about 100 participants from 16 families together. The Group hopes that this small initiative could provide some form of support and comfort to those who are fighting a strong battle against cancer.

Earlier this year, the Group, together with NIIT College also presented a cheque of RM10,000 to Chung Hua Middle School No.3, providing financial aid and supporting the educational environment for the youths.

The Group also joined the Sarawak Housing and Real Estate Developer Association (SHEDA) with the aim of contributing to the creation of a developed and more prosperous nation and

remained committed to pursuing a partnership with the Government, businesses and the public towards achieving quality living.

As a sustainable property developer, RIG is committed to manage its supply chain across the whole life cycle of the project from its initiation and design development stages to subsequent construction and execution stages. This allows the Group to effectively manage its consultants, main contractors and subcontractors, as well as diverse services, materials and equipment required to deliver large-scale developments in a complex supply chain environment.



Participating in the annual SHEDA Property Expo 2017 at Borneo Convention Centre in Kuching, from 14 – 16 July 2017.

In selecting its main contractors for projects in Malaysia, contractors are assessed under stringent criteria. These include track record, financial strength as well as commitments towards high quality, environmental and safety standards.

Goals and Achievement

With the aim of creating happiness for its staff and the community, as well as to develop our properties sustainably, RIG aspires to be the bridging gateway and platform for international partners and investors to access the abundant emerging business opportunities in East Malaysia. The Group focuses on East Malaysia as core market, and at the same time scaling up our presence in the other regions of Malaysia.

About The Company

Corporate Profile

RIG is one of the first Sarawak-based companies to list on the mainboard of the SGX and is dual-listed on the mainboard of Singapore Exchange – Securities Trading Limited (“**SGX**”) (Stock code: UV1.SI) and as Taiwan Depository Receipts (TDR) on Taiwan Stock Exchange Corporation (“**TWSE**”) (Stock code: 911619.TW).

Over the past 13 years, RIG has achieved an impressive track record of constructing and completing a range of property development projects in Kuching and Kota Samarahan areas in East Malaysia. This diverse property portfolio includes shop houses, landed residential properties, condominiums, commercial and industrial units. The Group has in recent years added Nilai (Negeri Sembilan, West Malaysia) and Bintulu (Sarawak, East Malaysia) to the geographical coverage of its property division.

Our Singapore registered office is located at 63 Sungei Kadut Loop #02-01, Singapore 729484.

Our East Malaysia office is at 1st Floor, S/L 39, Lot 672, Block 14 MTL D, Kuching/ Samarahan Expressway, 94300 Kota Samarahan, Sarawak, Malaysia.

The Group engaged businesses in property development, investment and construction. All these are carried out by the associated Group of subsidiaries under RIG’s direct subsidiary, Regal International Holdings Pte. Ltd. Besides, Temasek Regal Capital Sdn. Bhd., a wholly owned subsidiary under Regal International Holdings Pte. Ltd., is also the Malaysian investment holding Company that brings together over 20 other subsidiaries and associated companies involved in property development and other related business activities.

The Group’s main activities focus on property development and construction. Building on our strong pipeline of property projects, the Group further progresses strategically to manufacture its own building materials and develop ancillary services. Joint venture companies involved in supplying concrete, painting works and steel fabrication have also been established to realize better cost, quality and delivery controls to ensure sustainability.

On 11 January 2017, the Group’s subsidiary, Temasek Regal Capital Sdn. Bhd. signed an agreement with Koperasi Jayadiri Malaysia Berhad (“**KOJADI**”) for the issuance of RM15 million worth of Redeemable Preference Shares with guaranteed cumulative dividend for the tenure of 3.5 years. The partnership with KOJADI shows a strong confidence in the Group’s focus on building up property development and related investment gateway business.

Environmental and Social Impacts

RIG’s diverse property portfolio includes a mixture of shop houses, landed residential properties, condominiums, commercial and industrial units, offering an array of shopping, dining, business and entertainment options.

In 2016 and 2017, the Group completed phases of two mini-township projects, namely the **Tondong Heights** and **Airtrollis**. Both properties were constructed along the city outskirts area (20 - 30 minutes’ drive from city) of Kuching and Sepang to create new affordable residential township.

Comprises of 11 blocks of 10-storey apartments, the Airtrollis offers a total of 1112 residential, commercial units and retail units. Residential units are between 820 to 970 square feet, priced reasonably and appropriately for the lower to middle income group.

Tondong Heights is divided into three phases that comprises of 228 single-storey and double-storey terrace houses. Houses and communities carved out of what used to be deserted rural lands to provide for the forming of new mini-township where residential, commercial and possible educational activities could prevail.

Consequently, the development of these two property projects not only fulfil the need for more affordable housing, job opportunities for those living in the community were also created. In addition, property development requires an increase in transportation and trade services that can benefit a local economy. The new construction in the areas is often accompanied by infrastructure improvements such as paved roads and better sewer lines, making it attractive to new residents and industries.

The Airtrollis project boast plans to redevelop the surrounding area of Nilai to become a more vibrant community. This development would also bring greater connectivity to its residents with its proximity to an integrated transport system, boosting both tourism and economic opportunities.

Similar holds true with Tondong Heights as well.

Furthermore, the agreement with MyAngkasa Bina Sdn. Bhd. ("**ANGKASA**") for the sale of all residential apartments to be built for Airtrollis phase 3 provided the Group with upfront security and assurance in residential units which would further lower financial and developmental risks for the Group.



Construction of Airtrollis Phase 1 in progress.



Tondong Heights Phase 1 & 3 completed by end of 2016.

Sustainability Approach

General Description of Our Approach

Recognizing key sustainability challenges and risks, RIG adopted a sustainability strategy which focuses on five main areas. This includes the formulation of corporate policies and programs, development of new projects, management of completed buildings, implementation of management systems, as well as organization of outreach initiatives.

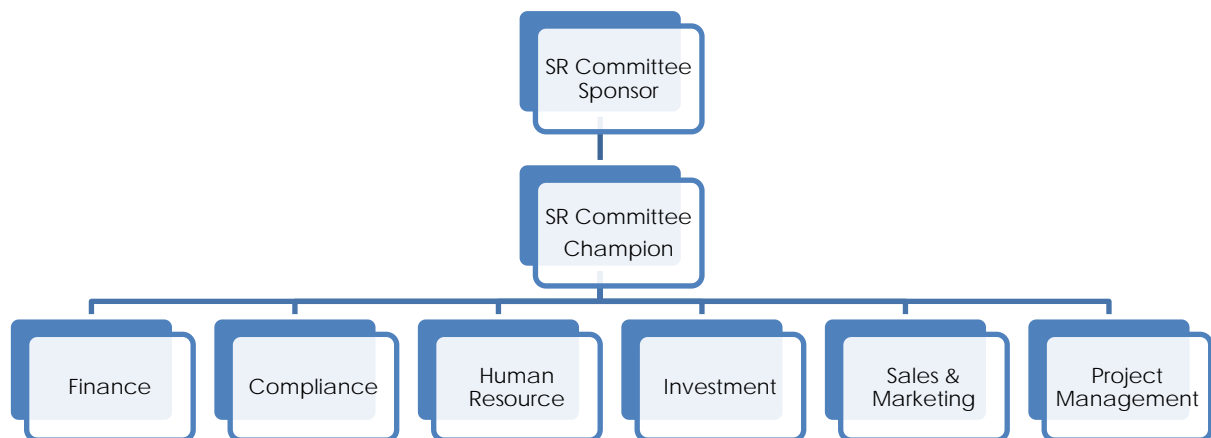
The SR Committee oversees the Group's sustainability efforts which include economic, environmental and social aspects.

Comprising representatives from the different business units, the SR Committee formulates the Group's policy, principles, targets and framework for action, promotes environmental and social initiatives, as well as sets performance benchmarks for continuous improvements.

Committee Structure

RIG has considered sustainability issues as part of the strategic formulation of the Group. Hence, RIG has established a SR Committee comprising the senior management to oversee the efforts of work teams from different business units.

The SR committee is headed by Executive Chairman & CEO and coordinated by Communications and Business Development Manager. The SR Committee focuses on the Group's sustainability objectives, challenges, targets and progress to align with strategic direction of the Group. They also supervise the work teams in implementing and tracking sustainability data and progress.



Stakeholder Engagement

In determining the key stakeholder groups, we assessed the significance of stakeholders' interests in sustainability issues as well as the potential impact these stakeholders have on the Group's businesses.

The following five key stakeholder groups have been identified:

1) Our Employees

Our employees are part of our human capital whose competencies and well-being are fundamental to RIG's operational effectiveness. We aim to develop their potential to drive innovation and organizational excellence by providing training and development opportunities and promoting work-life balance, remuneration and benefits.

2) Our Customers

Our promise is to create inspiring spaces and deliver quality homes catering to the rising expectations and lifestyle aspirations of homebuyers. We aim to develop quality homes and products with good investment value and build on our brand equity to enhance our competitive edge by improving our workmanship, design, communication, customer experience and environmental conservation.

3) Our Contractors and Suppliers

We work closely with contractors and suppliers in our value chain to ensure that construction activities are carried out in accordance with leading industry practices and sustainable building methods. We aim to integrate our strong regional network and knowledge with the strengths of our contractors and suppliers to capitalize on opportunities.

4) Our Investors

We aim to build on strong fundamentals to deliver continued earnings growth and maximize shareholder return. We also strive to maintain good corporate governance and improve levels of transparency through financial and sustainability reporting and timely communication.

5) Our Community

Our developments shape public spaces and impact the interaction between people and their broader environment. We aim to be a committed and responsible corporate citizen, contributing to communities wherever we operate by informing the surrounding community about our development plans and key construction works, collaborations to raise social and environmental awareness amongst the community, advocating leading industry practices and promoting youth engagement platforms.

Supply Chain Management

As a sustainable property developer, RIG is committed to manage its supply chain across the whole life cycle of the project from its initiation and design development stages to subsequent construction and operation stages. This allows the Group to effectively manage its consultants, main contractors and subcontractors, as well as diverse services, materials and equipment required to deliver large-scale developments in a complex supply chain environment.

In selecting its main contractors for projects in Malaysia, contractors are assessed under stringent criteria. These include track records, financial strength as well as commitments towards high quality, health and safety standards.

Membership of Associations

The Group has been a member of the Sarawak Housing and Real Estate Developer Association (SHEDA) since the Group's incorporation. SHEDA, generally desirous of contributing towards the creation of a developed and more prosperous nation where social justice is upheld, is committed to:

- Pursuing a smart partnership with the Government, businesses and the general public, towards achieving the ultimate in quality living;
- Executing plans and programmes in tandem with the complementary efforts and plans of the Government;
- Pursuing goal of creating a better country generally and Sarawak in particular, by way of appropriate planning and execution of development plans;
- Meeting the changing needs of society through dynamic planning and proactive execution, and through development efforts, to carry out role towards the establishment of a caring and just society;
- Taking the leadership role in the property development and construction industry for the determination of standards, use of technology, systems and materials in the interest of continuous improvement of the industry;
- Carrying out businesses with dignity and integrity, upholding high legal, moral and social standards.

The Group sees the alignment of the strategies of both parties and has been participating and actively in the events organized by SHEDA.

Identifying Material Aspects

Materiality Assessment

An external sustainability consultant was engaged in 2017 to meet with RIG's Sustainability Reporting Committee from its different business units to assist RIG in the identification and prioritization of issues that are most relevant and significant to the Group and its stakeholders.

These issues are then linked to the overall strategy and risk management approach. Environment, Social and Governance (ESG) Materiality Assessment was performed with the facilitation of the external consultant. Sustainability Reporting Committee members have rated each ESG factor in the GRI ESG universe in terms of influence on stakeholder decisions and significance of environmental and social impacts.

Material ESG Factors

The SR Committee has identified the following material ESG factors for FY2017.

GRI 201 - Economic performance

GRI 401 – Employment

GRI 403 – Occupational health and safety

GRI 404 - Training and education

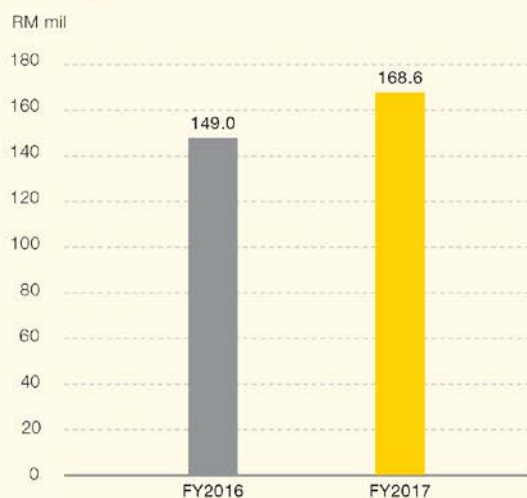
As RIG strives to improve levels of transparency through financial and sustainability reporting and timely communication, we may be reporting additional ESG factors in the years to come.

Financial and Project Portfolio Highlights

Financial Highlights

Key financial highlights have been presented on page 11 of RIG's annual report FY2017. For detailed statements of Financial Position and Consolidated Statement of Profit or Loss and Other Comprehensive Income, please refer to page 52 to 53 of RIG's annual report FY2017.

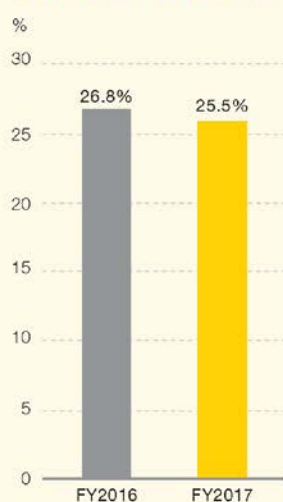
REVENUE*



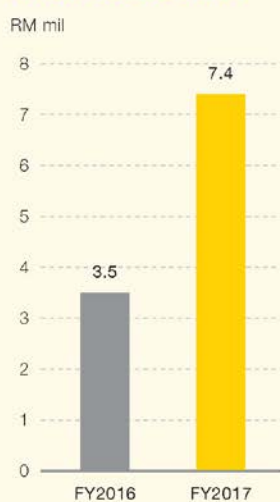
111%

Profit before tax grew from RM3.5 million in FY2016 to RM7.4 million in FY2017

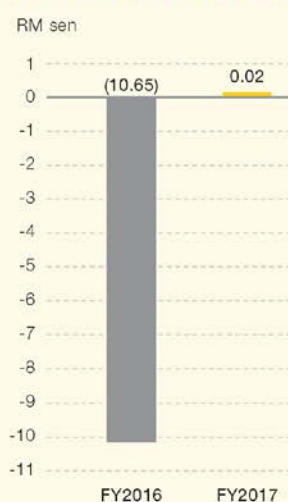
GROSS PROFIT MARGINS



PROFIT BEFORE TAX



EARNINGS (LOSSES) PER SHARE



Project Portfolio Highlights

Project portfolio highlights have been presented from page 12 to 15 of RIG's annual report FY2017. Following is a list of property projects completed in 2017 by the Group.

For further details and updates on the various projects by the Group, kindly refer to our corporate website at www.regalinternational.com.sg/property.

COMPLETED IN 2017



TAMAN SRI LANDEH

- 40 units of double-storey terrace houses near Giant Padawan, Siburan.
- Floor area per unit: 1200 – 2000 sqft

Taman Sri Landeh



SIBIYU SQUARE

- 30 units of 3-storey shophouses in Bintulu.
- Floor area per unit: 3900 – 5000 sqft



RAFFLESIA GARDEN

- 12 units of terrace houses (Phase 1) completed in Lundu area.
- Floor area per unit: 1300 – 1420 sqft



SINARAN SIBURAN

- 40 units of double-storey terrace houses in the Siburan district.
- Floor area per unit: 1350 – 1400 sqft



BATU KAWA SHOPHOUSE

- 10 units of 3-storey shophouses located within the vicinity of Batu Kawa.
- Floor area per unit: 4000 - 9000 sqft

**BATU KAWA
SHOPHOUSE**



MALIHAH SHOPHOUSE

- 10 units of 3-storey shophouses (Phase 1) near Batu Kawa-Matang road.
- Floor area per unit: 3830 – 4860 sqft



Direct Economic Value Generated and Distributed

The financial health of the Group directly impacts our key stakeholders – employees, customers, suppliers and investors. We strive to be the best performing group for our customers, driving operational and financial improvements constantly.

The following table provides a summary of economic value distributed in FY2017 based on GRI's disclosure categories.

Economic Value Distributed in FY2017	
Employee Wages & Benefits:	RM 18.1 million
Community Investment:	RM 44,000
Payment to Providers of Capital:	RM 3.2 million
Operating Cost:	RM 141.3 million
Payments to Government (including tax):	RM 6.1 million

People and Community

Our employees are the driving force behind our sustained growth. The Group strongly believes in the importance of employee engagement, talent acquisition and retention. Our HR policies and initiatives are geared towards building a conducive workplace for our employees' development and well-being. This increases our employees' productivity and satisfaction, which enable us to achieve organizational and business excellence.

In addition, the Group also recognizes that the contractors and sub-contractors at our construction sites are key resources to the long-term viability of our business. While they may not operate directly within our immediate realm of influence, this did not prevent us from being a strong advocate of health and safety across our value chain.

Our People



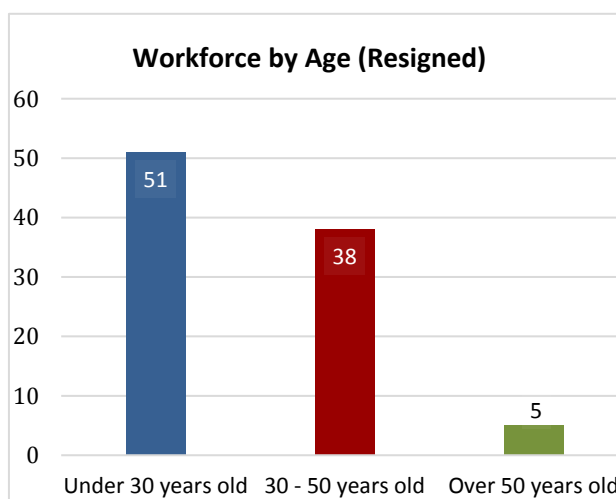
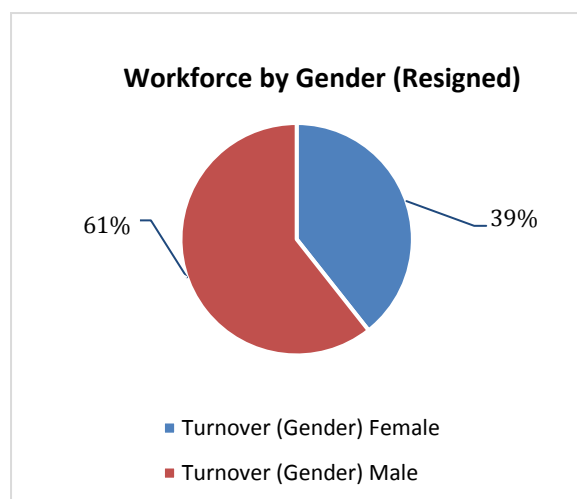
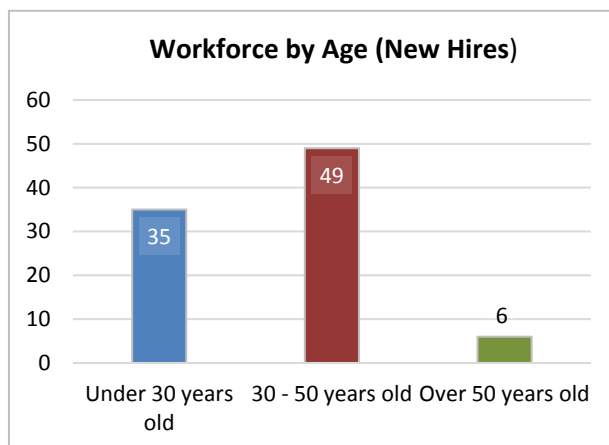
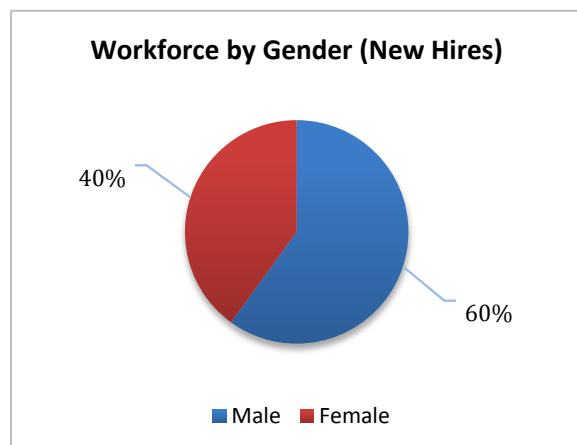
2018 Group photo of all Regal Group management and staff outside our Kuching office.

At RIG, we see human capital as one of the Group's most valuable resources. It is crucial to develop competent, capable and motivated workforce that can meet the business challenges of today and tomorrow. We are committed to develop and retain strong talents that will drive further growth and create more value for the Group.

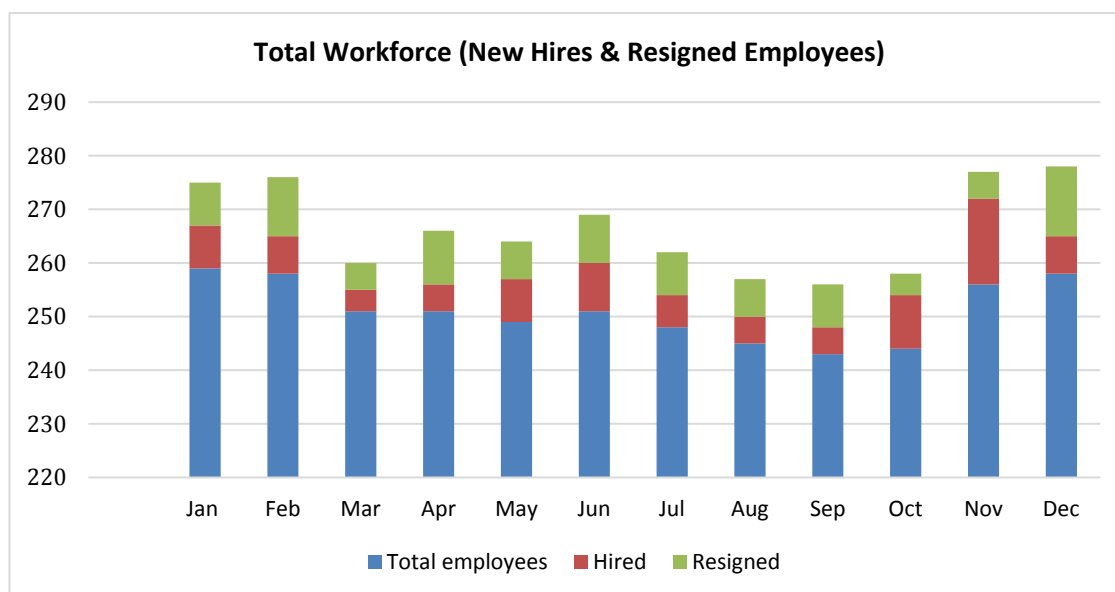
RIG had a total of 265 employees as of 31 December 2017, of which 91 were new hires. We value diversity in our workforce and recruit a diversity of different age Groups and genders. Meanwhile, 97 of our employees have left us in FY2017.

Of the 97 employee who left, about 54% of the employees were below 30 years old, while another 41% of the employees were aged 30-50 years old. The remaining 5% were over 50 years old. Turnover by gender was 39% for male and 61% for female respectively.

Generally, there was a balance between the number of employees who have resigned and been hired in FY2017.



The new hires were mostly for existing positions. There was no change in key management personnel and the Group will continue to nurture a steady pool of talented employees so that our business operations remain sustainable.



Going forward, the Group aims to bring down the annual attrition rate by 5 to 10% on a year-to-year basis by putting in place the following various measures:

- To support employees in more training and development opportunities;
- To conduct regular dialogue sessions between employees and management to promote staff feedback;
- To review employee remuneration and benefits every year by benchmarking with industry average; and
- To further review and improve employee welfare, such as introducing and promoting flexible work arrangements by utilizing Work-Life Grant by Singapore government.

Employee Benefits

As a responsible employer, the Group further invests in our people by offering a competitive range of other benefits such as:

No.	Benefits	Descriptions
1	Employee share option scheme	The Group gives employees the right to purchase shares at a predetermined cost within a certain time frame.
2	Medical and dental benefits	Employees are reimbursed for visits to the General Practitioner and Dentist up to the claim amount.
3	Insurance – SOCSO national healthcare plan (injuries, death, permanent disability etc.)	All our employees are covered under the personal accident insurance for any work-related injury. This provides them with some financial protection.
4	Performance bonus and salary increment	Employees are entitled to performance bonuses if the Group performs well and a salary increment based on annual appraisal.
6	Discount on Property Purchase	Our employees are entitled to staff discounts of a certain percentage when they purchase properties under the Group.
7	Cash advances	The Group provides our employees with advances of up to half of month salary in times of urgent need.
8	Staff loans	Employees can obtain a loan with 0% interest subject to management's approval on a case-by-case basis.
9	Festive tokens and celebrations	Employees receive a token of appreciation during festivals. Sometimes celebrations are organized during festival seasons and for employees' birthdays.
10	Project completion incentives	Employees on certain projects are entitled to project completion incentives based on management's approval.

Besides those benefits mentioned above, the Group also review its remuneration practices periodically so that our employees are well compensated for their services rendered.

Employee Benefits *(cont'd)*

As a statutory requirement from Singapore government, RIG is required to make Central Provident Fund ("CPF") contributions to our staff employed under the subsidiaries in Singapore who are Singapore citizens or permanent residents of Singapore based on the monthly rate stated in the CPF Act. Under this defined contribution plan, both the employee and employer will have to make contributions on a monthly basis, building up the employee's retirement fund for the future.

Similarly, for our staff employed under the subsidiaries in Malaysia, there is also a government-management retirement saving scheme, Employees Provident Fund ("EPF"), which provides retirement benefits for those who contribute.



Christmas Party 2017 for Regal Group staff and Management.

Parental Leaves

RIG supports the government's pro-family policies with regards to parental leave. 10 employees (8 females and 3 males) have taken parental leaves in FY2017.

Looking back into FY2016, 6 female employees who had taken parental leaves remained employed by the Group one year after returning to work. Having such entitlements will further enhance the morale and sense of belonging of our employees as they are grateful for the essential supports given to them.

Training & Development

RIG regards employees as the foundation of our Group and strives to develop our employees to their fullest potential. Employees are required to attend various trainings to keep them abreast with the latest technology and work skills.

All our employees are given abundant development opportunities across the Group, regardless of age, gender or position to develop their professional and managerial skills through various exposure, such as on the job training or external training programs whenever possible.

Total hours of staff training in 2017	552 hours
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Total number of training hours	
Female	Male
320	232

Total number of training hours	
Managerial	Non-Managerial
280	272

All new joined employees are also required to attend a compulsory training program aiming to help them in understanding the Group's culture and adapt to our environment easily. We believe that these investments are therefore necessary for us to succeed.



In-house marketing and customer service tactics workshop.

In addition, 100% of our people, including non-managerial and managerial staff, have gone through performance evaluation and career development reviews on a bi-annual basis. Regular appraisal of employee performance aids the personal development of individual employees. It also contributes to skills management and to the development of human capital within the organization. Regular performance and career development reviews can enhance employee satisfaction, which correlates with improved organizational performance.

Training & Development *(cont'd)*

We believe that good people management and appropriate staff training will strengthen the Group's corporate culture and bring quality products and great satisfaction to our customers. Hence, we strive to empower our people with the right skillset and motivation, working towards a common goal.



Learning about the basics of property investment.



Motivational leadership seminar by invited speaker.

Workplace Health and Safety

The Group always tries its best to prevent any incidents from happening within the property development sites. The Group conducts work safety programs not only to its employees but also contractors and sub-contractors at the Group's construction sites to raise safety awareness on a regular basis.

The Group also has regular inspections conducted by dedicated safety officer to ensure all workers at construction sites comply with safety rules and guidelines set forth by the Group. Safety compliance has been included as one of the key performance indicators of all staff at construction sites.

In FY2017, the Group is proud to have achieved zero accident rate at all its work construction sites in Malaysia. Our employees' health and safety will always be the Group's top priority, and we will devote all possible to maintain the zero incident rate record.



Daily site safety briefing before work commences.



Weekly project management meeting with site supervisors.



Safety signage at construction site.

Corporate Social Responsibility (CSR)

The Group has been supporting the local communities, welfare associations for the underprivileged and educational institutions through participation in food fairs, charity run events and donation drives on a regular basis. The Group believes in sharing our love, warmth and joy with the underprivileged Groups by organizing activities such as movie outings, charity lunches and charity giving.



In March 2017, the Group, together with NIIT College presented a cheque of RM10,000 to Chung Hua Middle School No.3, providing financial aid and supporting the upgrading of school facilities for the youths.

The Group organized a movie time for the children at Sarawak Children's Cancer Society (SCCS) in August 2017 and raised funds for Sarawak Cheshire Home. The Group hopes that such outing would create bonding opportunities with their families and bring comfort to them as they continue to fight the battle against cancer.



In December 2017, the Group also organized a Christmas charity lunch for the children at the Salvation Army to celebrate this joyous occasion with them.



The Group believes strongly in planting seeds of kindness and cultivating employees with compassion. Therefore, RIG highly recommends all its employees to participate in various events, including the "Into the Woods Hash Run 2017" to raise funds for public education in Kuching. Through the execution of its CSR activities, RIG hopes to bring everyone closer to one another and advocates empathy for each other.

GRI Content Index

GRI Standards	Disclosure	Description	Page Reference and Remarks
GRI 102: General Disclosures	102-1 *	Name of the organization	Corporate Profile (Page 6)
	102-2 *	Activities, brands, products, and services	Corporate Profile (Page 6)
	102-3 *	Location of headquarters	Corporate Profile (Page 6)
	102-4 *	Location of operations	Corporate Profile (Page 6)
	102-5 *	Ownership and legal form	Corporate Profile (Page 6)
	102-6 *	Markets served	Corporate Profile (Page 6)
	102-7 *	Scale of the organization	Our People (Page 15)
	102-8 *	Information on employees and other workers	Our People (Page 15)
	102-9 *	Supply chain	Supply Chain Management (Page 10)
	102-10 *	Significant changes to the organization and its supply chain	None
	102-11 *	Precautionary Principle or approach	General Description of Our Approach for Sustainability (Page 8)
	102-12 *	External initiatives	None
	102-13 *	Membership of associations	Membership of Associations (Page 10)
GRI 102: Strategy	102-14 *	Statement from senior decision-maker	Message from The Board (Page 2)
GRI 102: Ethics and Integrity	102-16 *	Values, principles, standards, and norms of behaviour	Fundamental Beliefs and Commitment (Page 4)
GRI 102: Governance	102-18 *	Governance structure	Committee Structure (Page 8)
GRI 102: Stakeholder Engagement	102-40 *	List of stakeholder Groups	Stakeholder Engagement (Page 9)
	102-41 *	Collective bargaining agreements	None
	102-42 *	Identifying and selecting stakeholders	Stakeholder Engagement (Page 9)
	102-43 *	Approach to stakeholder engagement	Stakeholder Engagement (Page 9)
	102-44 *	Key topics and concerns raised	Stakeholder Engagement (Page 9)
GRI 102: Reporting Practice	102-45 *	Entities included in the consolidated financial statements	Annual Report FY2017 (Page 20, 94 to 97)
	102-46 *	Defining report content and topic Boundaries	Materiality Assessment (Page 11)
	102-47 *	List of material topics	Material ESG Factors (Page 11)
	102-48 *	Restatements of information	Not applicable as this is the first year of SR reporting

GRI Standards	Disclosure	Description	Page Reference and Remarks
	102-49 *	Changes in reporting	Not applicable as this is the first year of SR reporting
	102-50 *	Reporting period	Overview of report (Page 1)
	102-51 *	Date of most recent report	Not applicable as this is the first year of SR reporting
	102-52 *	Reporting cycle	Scope of Report (Page 1)
	102-53 *	Contact point for questions regarding the report	Comments and Feedback (Page 1)
	102-54 *	Claims of reporting in accordance with the GRI Standards	Core Option (33 Items)
	102-55 *	GRI content index	GRI Content Index (Page 25 - 26)
	102-56 *	External Assurance	None
	DMA	Disclosure of Management Approach	Annual Report FY2017 (Page 4 to 5)
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Direct Economic Value Generated and Distributed (Page 14) Annual Report FY2017 (Page 52 - 53)
	201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits (Page 18 - 19)
GRI 401: Employment	DMA	Disclosure of Management Approach	People and Community (Page 15)
	401-1	New employee hires and employee turnover	Our People (Page 15 - 17)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits (Page 18 - 19)
	401-3	Parental leave	Parental Leaves (Page 20)
GRI 403: Occupational Health and Safety	DMA	Disclosure of Management Approach	Workplace Health and Safety (Page 23)
	403-2	Types of injury and rate of injury	Workplace Health and Safety (Page 23)
GRI 404: Training and Education	DMA	Disclosure of Management Approach	Training & Development (Page 21)
	404-1	Average hours of training per year per employee	Training & Development (Page 21)
	404-2	Programs for upgrading employee skills and transition assistance programs	Training & Development (Page 21)
	404-3	Percentage of employees receiving regular performance and career development reviews	Training & Development (Page 21)



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