



# Creating a Sustainable Future

*Sustainability Report 2018*

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## Overview of Report

Regal International Group Ltd. ("**RIG**" or the "**Company**", and together with its subsidiaries, the "**Group**") is pleased to present its second Sustainability Report covering its sustainability performance in the financial year ended 31 December 2018 ("**FY2018**"). No restatements were made from the previous report as there were no significant changes to the organization and our supply chain during the reporting cycle. Our approach to sustainability is guided by the Company's mission to create sustainable values for our stakeholders.

This Sustainability Report (the "**SR**") attempts 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 started publishing its Sustainability Report on an annual basis starting from June 2018, for the financial year ended 31 December 2017 ("**FY2017**"). This report covers FY2018 from 1 January 2018 to 31 December 2018 ("**FY2018**").

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 has been relied on to ensure accuracy.

## Reporting Process

RIG engaged an external consultant to facilitate the sustainability reporting process and to advise on the industry leading practices on sustainability reporting in FY2017. For FY2018, the Board of Directors (the "**Board**") and RIG's management would rely on internal efforts to present the respective statistics of the key material aspects of sustainability.

RIG's Sustainability Reporting Committee (the "**SR Committee**") consists of the Chief Executive Officer (the "**CEO**"), the SR Champion, and the key management staff of each core business function.

The SR Committee is responsible for the preparation of SR. After key management staff from the various departments collated data statistics and information necessary, the SR Champion will compile and coordinate the SR report for further review and comments by the SR Committee and the Board.

## **Reporting Guidelines**

This report has been prepared based on GRI Standards. "Core Option" has been adopted for "General Disclosure" due to limitations in terms of manpower and relevant resources.

The Group will consider expanding to include "Comprehensive Options", which denote further disclosures, alongside with RIG's business expansion in the future.

## **Comments and Feedback**

We welcome all feedbacks to the SR Committee at [sr@regalinternational.com.sg](mailto:sr@regalinternational.com.sg) to help us improve our sustainability performance.

## Message from the Board

Despite challenging market conditions and adversities brought by changes in the political landscape, the Group followed through on its efforts to conserve business sustainability in FY2018.

### Sustainable Success

Regardless of economic performance, RIG has been insistent about operating in a safe and environment friendly manner. The Company's management believes that sustainable success is only possible with collaborative efforts between the company, its stakeholders, the environment and its operating communities.

### Achievements

Graduating from a small building construction and property development company since 2004, the Group has achieved an impressive track record of constructing and developing more than 20 property development projects in Kuching and Kota Samarahan area, including shop houses, landed residential properties, condominiums, commercial and industrial units.

RIG's Group CEO, Mr. Su Chung Jye was conferred the Brand Leader Award (Property Development) at the Asia Enterprise Brand Awards (AEBA) 2018/19 ceremony in November 2018. This is a recognition of the significant market and brand presence the Group had established in Sarawak, East Malaysia.

### Forward Strategy

Pursuing its vision to be the international gateway for investors into East Malaysia, RIG has ventured into diversified territories in search of new strategic opportunities and growth since 2016.

In alignment with its long-term expansion plan, the Group has been active in exploring opportunities to foster innovations and build capabilities for new business growth. RIG believes that these strategies will enable the Group to attain business success as a value-added builder developer that integrates real estate products with complementary business ventures of sustainable growth.

### Corporate Social Initiatives

Giving and sharing has been an integrated part of RIG's corporate culture. Staff and management of the Group has been ardently participating in fundraisers for welfare organizations, schools, associations for the underprivileged, orphanage and old folk homes in Kuching, Sarawak on a regular basis.

## **Corporate Social Initiatives** *(cont'd)*

Besides the yearly Chinese New Year red packets (Angpows) giveaway at various welfare associations, RIG has been supportive of activities organized by Sarawak Children's Cancer Society (SCCS), Sarawak Cheshire Home, Salvation Army and Kuching Autistic Association.

## **Stakeholders' Engagement**

For RIG, we believe that stakeholders' engagement and involvement is vital on our quest for sustainability. Our shareholders, investors, customers, employees, suppliers, contractors and communities where we operate in, are all factors contributing to sustainable business growth.

We offered our most heartfelt thanks to each and every one of our stakeholders for their faith and support. We are grateful to our stakeholders for the opportunities to serve, communicate, work together, as well as to improve and excel.

With our stakeholders' blessings and support, the Group is committed to strive even harder in order to achieve its goal of a successful 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

Giving and sharing has been an integral part of RIG's corporate culture since day one. Started more than 14 years ago, the Group has been playing an active role in charitable community works with the aim of creating a more harmonious society.

Staff and management of RIG has been passionately participating in fundraisers for welfare organizations, schools, associations for the underprivileged, orphanage and old folk homes in Kuching, Sarawak on a regular basis. Our vision of **"Creating a Sustainable Future"** denotes our business value when developing properties, as we aspire to build a future where all needs and wants of all stakeholders could be accommodated.

### Commitment

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. In addition to the yearly Chinese New Year red packets (Angpows) giveaway at various welfare associations, RIG has been supportive of activities organized by Sarawak Children's Cancer Society (SCCS), Sarawak Cheshire Home, Salvation Army and Kuching Autistic Association.

In February 2018, RIG spread joy of the Chinese New Year by handing out Angpows to over 550 members of the various welfare organisations in Kuching, Sarawak. These tokens of blessings put smile and warmth in these less fortunate, who are mostly ailing elderly and forsaken children in old folk homes and orphanage.



Handing out Angpows at the Home of Peace.



Bringing some little CNY blessing to Sarawak Cheshire Home.

In the month of June 2018, RIG hosted the annual Sarawak Children's Cancer Society (SCCS) Movie Day at CityOne Megamall Cineplex with 107 children and their families. The Company hopes to alleviate some of the sufferings that these children face in their daily battles against cancer through the initiative.



## Commitment *(cont'd)*

Subsequently, our RIG staff and management were also involved in setting up booths at the charity food fairs organised by Kuching Autistic Association and Sarawak Cheshire Home to help raise funds for the respective welfare organisations. The initial budget to procure food items for sale was provided by the Company and our staff volunteered to man the booth. All sales proceeds were donated to the aforementioned charities.



Kuching Autistic Association Charity Sales & Food Fair



Sarawak Cheshire Home Charity Food Fair

Taking on more active roles in the strategic administration and policy-making stage of the local property market, the Group's CEO, Mr. Su Chung Jye and Executive Director, Mr. Wong Pak Kiong, were appointed respectively as the State Council Advisor and Deputy Chairman (Kuching Branch) of Sarawak Housing and Real Estate Developer Association (SHEDA) within the year.



Executive Chairman & CEO, Mr. Dominic Su (left 2, first row) acts as Advisor of SHEDA State Council Committee (2018-2021) with effective from July 2018.



Executive Director, Mr. Nicholas Wong (middle left) was appointed SHEDA Kuching Deputy Chairman in May 2018.



## **Commitment** *(cont'd)*

The Group strives to maintain a balanced relationship with the Government, trade organisations, business partners and its customers to achieve mutual success in creating a quality living environment.

In line with our aspiration to create sustainability in property development, RIG is committed to manage its consultants, main contractors and subcontractors, as well as various suppliers of services, materials and equipment effectively in order to sustain a complex and viable supply chain network. Efficient management of complications and challenges are necessary to deliver large and mid-scale projects successfully.

Project contractors are selected under stringent criteria such as delivery track records, financial stability, as well as adherence to established safety and environmental standards.

## **Aspirations For Coming Year**

RIG will focus on reviewing and improving its overall corporate efficiency, to further reduce cost and increase profitability. Fortifying the Group's core business foundations, enhancing its internal processes and resources, in addition to embarking new development projects in alignment with market demands are deemed to be the core directives in the coming year.

## About The Company

### Corporate Profile

Regal International Group is one of the first Sarawak-based companies listed on the mainboard of the SGX and is dual-listed on the mainboard of Singapore Exchange Securities Trading Limited ("**SGX-ST**") (Stock code: UV1.SI) and as Taiwan Depository Receipts ("**TDR**") on Taiwan Stock Exchange Corporation ("**TWSE**") (Stock code: 911619).

Over the past 14 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. Its 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 development business.

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

Our East Malaysia office is situated 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. ("**RIH**"). In Malaysia, Temasek Regal Capital Sdn. Bhd. ("**TRC**"), a wholly owned subsidiary under RIH, acts as the Malaysian investment holding company that binds over 20 other subsidiaries and associate 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 to manufacture its own building materials and develop ancillary services to manage our upstream supply chain. Joint venture companies involved in supplying concrete, painting works and steel fabrication have also been established to realize lower cost, higher quality of supplies and delivery controls to ensure sustainability.

## 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.

Stepping into 2019, the Group has already launched two new affordable housing projects in 2019 - Jambusan Heights and Richmond Park, respectively situated near the rural town of Bau and mid-way between Kuching and Serian town (see map on right).



Design of double-storey terrace house at Jambusan Heights.

Building on over 20 acres of land 5-minute away from Bau town, Jambusan Heights will comprise of 206 units of single and double-storey terrace houses each reasonably priced below RM400,000.

*JAMBUSAN  
Heights*

Along the Jalan Kuching-Serian highway, RIG will build 96 units of affordable single and double-storey terrace houses under the Richmond Park project, to help ease the intense market demand for affordable housing. These affordable residential units are between 550 to 880 square feet, priced reasonably and appropriately for the lower to middle income group.



Richmond Park pre-construction site.



96 units of single and double-storey terrace houses will be built in Richmond Park.

## **Environmental and Social Impacts** *(cont'd)*

These two property projects are not expected to simply fulfil the more needs for affordable housing, new infrastructure improvements such as new paved roads, substations for electricity, water and sewer pipes, internet cabling, as well as new commercial opportunities for those living in the community will also be created subsequently.

The Jambusan Heights and Richmond Park projects are planned to develop the surrounding area outside of Kuching town. Diffused living is an essential phase of a growing population and economy. RIG is proud to contribute its part towards the growth of a more vibrant community, creating quality living environment via sustainable methodologies.

# Sustainability Approach

## General Description of Our Approach

RIG recognizes the importance of key sustainability challenges and risks. The Group's sustainability strategy aims to create integrated economic value by maximizing profits and shareholders' equity by focusing on five main areas: corporate policies and guidelines establishment, new project management, completed properties management, management systems implementation, as well as both internal and external societal programs execution.

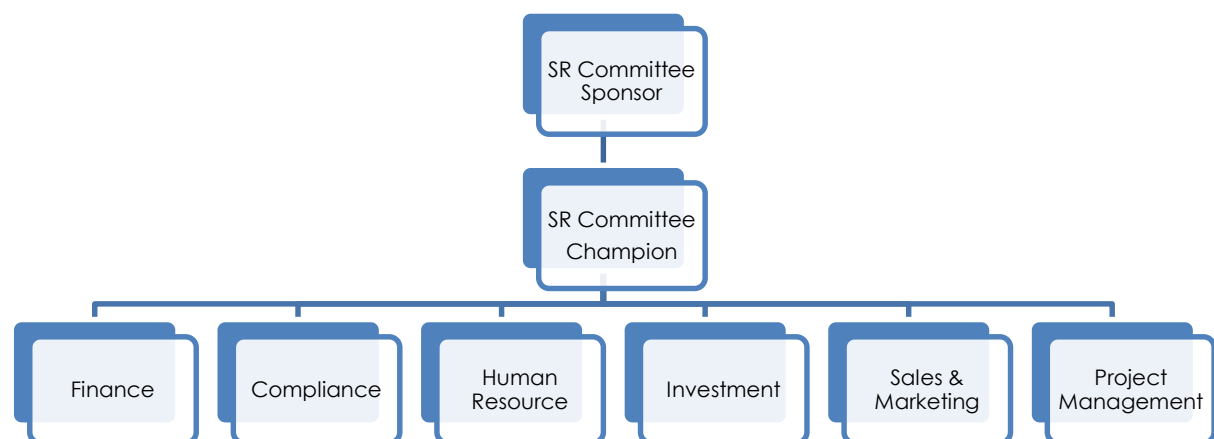
Our sustainability approach and strategy are guided by the GRI Standards and Sustainability Reporting Guide set out in Practice Note 7.6 of the SGX-ST Listing Manual.

## Committee Structure

As an essential part of our corporate strategy for achieving long-term growth, sustainability is also a corporate value which we strive to inculcate to all RIG management and staff. Hence, the Company 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 our Executive Chairman & CEO, with the Communications and Business Development Manager as the SR Committee Champion and the main coordinator. Representatives from different business units monitor the action, environmental and social initiatives, as well as performance benchmarks in accordance with the Group's policy, principles, targets and framework for continuous improvements.

The SR Committee focuses on aligning the Group's sustainability objectives, challenges, targets and progress with the strategic direction of the Group. They also supervise the work teams in implementing and tracking sustainability data and progress.



## Stakeholder Engagement

RIG evaluated the respective key stakeholder groups' interests in sustainability issues, in addition to the potential impact these stakeholders might cast on the Group's businesses.

The five key stakeholder groups identified are:

### 1) Our Employees

RIG's core competencies are highly dependent on our employees. Hence, developing their individual capabilities and ensuring their welfare are the Group's utmost priorities. 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

RIG's edge lies in creating inspirational spaces and delivering quality properties for both residential and commercial property buyers. Catering to the rising expectations and lifestyle aspirations of our customers, the Group strives to develop high quality homes and products with good investment value, by constantly improving on our workmanship, designs, communications, customer experience and environmental conservation efforts.

### 3) Our Contractors and Suppliers

Contractors and suppliers are vital links in our property development value chain. We rely on our pool of quality contractors and suppliers to ensure that construction activities are carried out in accordance with leading industry practices and sustainable building methods.

### 4) Our Investors

RIG aspires to establish strong fundamentals and create integrated economic value by maximizing profits and shareholders' return. We will do our best to maintain good corporate governance and improve levels of transparency through financial and sustainability reporting and timely communications.

### 5) Our Community

RIG aims to be a committed and responsible corporate citizen, contributing to communities wherever we build and operate. We inform surrounding communities about our development plans and key construction works; initiate collaborations to raise social and environmental awareness; as well as advocate leading industry quality and safety practices across all construction sites.



## 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:

- Pursue a smart partnership with the Government, businesses and the general public, towards achieving the ultimate in quality living;
- Execute plans and programmes in tandem with the complementary efforts and plans of the Government;
- Pursue the goal of creating a better country generally and Sarawak in particular, by way of appropriate planning and execution of development plans;
- Meet 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;
- Take 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;
- Carry out businesses with dignity and integrity, upholding high legal, moral and social standards.

In 2018, the Group's CEO, Mr. Su Chung Jye and Executive Director, Mr. Wong Pak Kiong, were appointed respectively as the SHEDA State Council Advisor and Deputy Chairman (Kuching Branch) of Sarawak SHEDA. Their commitments and active participation in the strategic administration and policy-making stage of the local property market, are hopefully, helpful in shaping a more optimistic future for the Malaysia property market.

## Identifying Material Aspects

### Materiality Assessment

Following the engagement of an external sustainability consultant in 2017, the Group decided the task of monitoring and reporting of the identified material ESG factors in 2018 which is strategically important to be completed internally. RIG's SR Committee, together with its different business units, agreed that the issues identified and prioritized in the previous year are still most relevant and significant to the Group and its stakeholders.

Linked to the overall strategy and risk management approach, the Environment, Social and Governance (ESG) Materiality Assessment performed with the facilitation of the external consultant in 2017 was deemed still appropriate and valid for 2018.

### Material ESG Factors

The material ESG factors for FY2018 remain as follows:

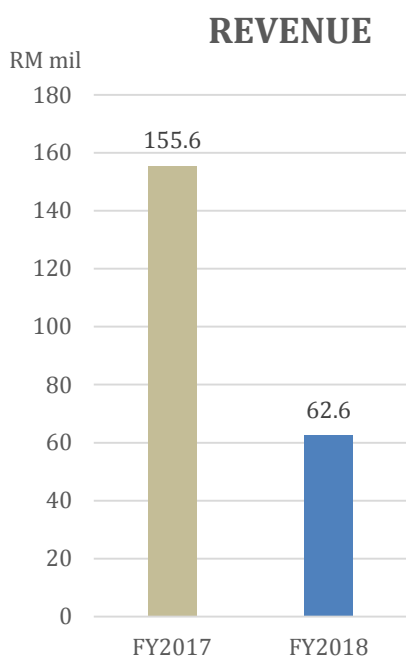
- GRI 201 - Economic performance
- GRI 401 – Employment
- GRI 403 – Occupational health and safety
- GRI 404 - Training and education

Should the business scope of RIG expands extensively in the coming years, additional ESG factors may be incorporated to reflect increased levels of transparency and corporate governance.

## Financial and Project Portfolio Highlights

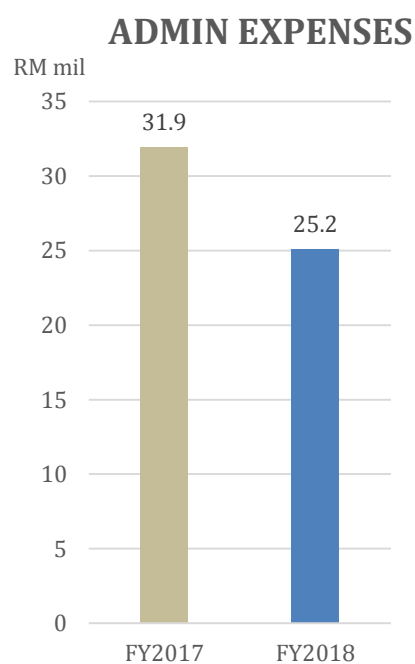
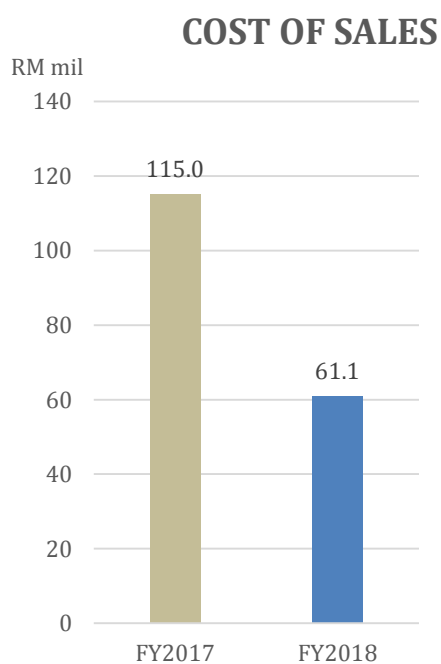
### Financial Highlights

For detailed Statements of Financial Position and Consolidated Statement of Profit or Loss and Other Comprehensive Income, please refer to page 51 of RIG's annual report FY2018.



↓ **47%**  
for **Cost of Sales**

↓ **21%**  
for **Administrative Expenses**



## Project Portfolio Highlights

Project portfolio highlights have been presented from page 12 to 13 of RIG's annual report FY2018. Following is a list of ongoing and completed property projects in 2018 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](http://www.regalinternational.com.sg/property).



### MILLION GIFTED 1

- 46 units of detached, semi-detached and terrace houses situated in Matang area.
- Floor area per unit: 1000 – 1700 sqft



### MILLION GIFTED 2

- 46 units of detached, semi-detached and terrace houses situated in Matang area.
- Floor area per unit: 1000 – 1700 sqft



### SUMMER 28

- 28 units of double-storey terrace houses within Kota Samarahan area.
- Floor area per unit: 950 – 1250 sqft



### PASIR PANDAK

- 81 units of detached, semi-detached and terrace houses near the Samariang area.
- Floor area per unit: 550 – 1000 sqft



### TONDONG HEIGHTS (PHASE 2)

- 69 units of single and double-storey affordable houses along Bau-Batu Kawa Road.
- Floor area per unit: 800 - 1120 sqft





### UNIPARK MALL (PHASE 1)

- 10 units of 3-storey shophouses at Kota Samarahan.
- Floor area per unit: 3700 – 4600 sqft



## Project Portfolio Highlights *(cont'd)*

### KEMENA HEIGHTS

**KEMENA HEIGHTS (BLOCK 4)**

- 3 towers of 441 residential units and total 22 commercial / retail and office units for block 4.
- High accessible; in-between Bintulu airport and town.
- Estimated completion in 2021.



### NEW STAR ARISING

Strategically located integrated project over 24 acres land between Bintulu's airport and town center.

The Group's first mini-township project in Bintulu with petrol station, supermarket and drive-through fast-food joint.



## 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 FY2018 based on GRI's disclosure categories.

Economic Value Distributed in FY2018	
Employee Wages & Benefits:	<b>RM 15.3 million</b>
Community Investment:	<b>RM 17,000</b>
Payment to Providers of Capital:	<b>RM 6.2 million</b>
Operating Cost:	<b>RM 75.1 million</b>
Benefits from Government (including tax):	<b>RM 762,000</b>



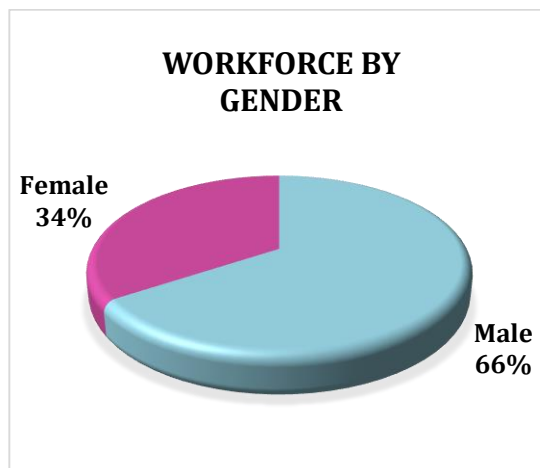
## People and Community

### Our People



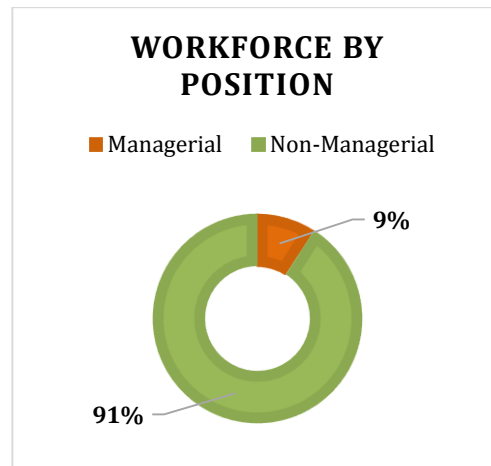
2019 Group photo of all Regal Group management and staff outside our Kuching office.

The Group sees human capital as one of its most valuable resources. It is crucial to develop an engaged, competent and motivated workforce that can meet the business challenges of today and tomorrow. The Group is committed to develop and retain strong talents that will drive further growth and create more value for the Group. 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.

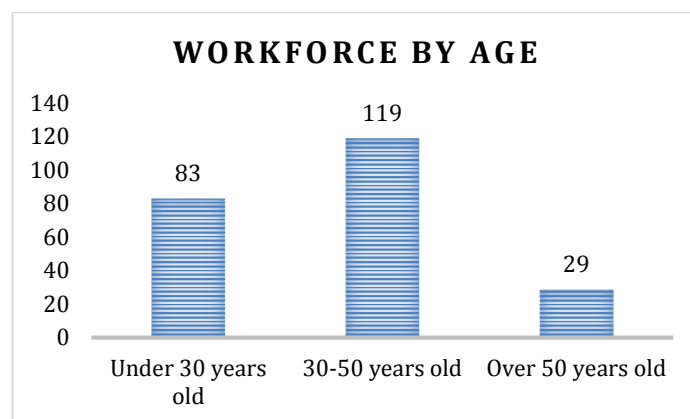


The Group had a total of 231 employees as of 31 December 2018, of which 79 were female and 152 were male. Generally, there was more male employees in FY2018 since the Group is a property development company and most of the males were stationed at our various construction sites. We value diversity in our workforce and recruit a diversity of different age groups and genders.

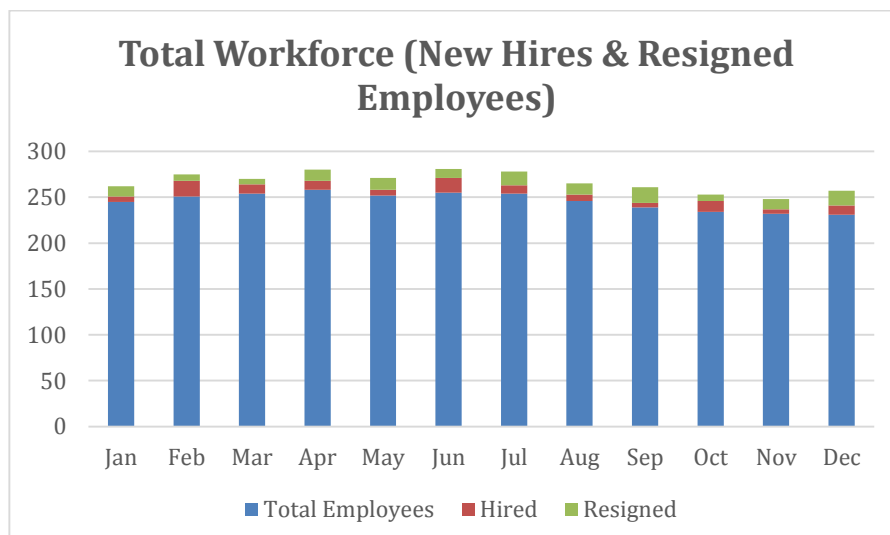
## Our People (cont'd)



About 9% of the employees are of managerial positions and another 91% are in non-managerial category.



The Group still maintain the number of key management personnel for their experience despite nurturing a steady pool of talented young employees.



## Employee Benefits

As a responsible employer, the Group continues to further invest 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 claimable 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.

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

## Parental Leaves

In 2018, two male employees took paternity leave and one male employee stays on with the Group for 2019.

## Employee Benefits *(cont'd)*

For our staff employed under the subsidiaries in Singapore who are Singapore citizens or permanent residents of Singapore, Central Provident Fund ("CPF") contributions were made to our staff based on the monthly rate stated in the CPF Act. Similarly, there is also a government-management retirement saving scheme for our staff employed under the subsidiaries in Malaysia namely Employees Provident Fund ("EPF") that provides retirement benefits for those who contribute.

Aside from that, the Group also have a lot of interesting activities in store for our employees.



Monthly Birthday Party celebration in 2018 for Regal Group staff and Management.



Valentine's Day flowers to Regal Group female staff and Management.



## Training and Development

RIG encourages employees to develop and reach their full potential. The total hours of staff training in 2018 were 534 hours. Employees are required to attend various training programs and workshops to keep them abreast with the latest technology and work skills.

**Total hours of staff  
training in 2018**

**534 hours**

Abundant development opportunities were given to all our employees 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. The Group also had a training program made compulsory for all new employees, aiming to help them in understanding company culture and adapt to our environment easily.

Total number of training hours	
Female	Male
44	490

Total number of training hours	
Managerial	Non-Managerial
26	508

In 2018, the Group has taken steps to ensure that our professional engineers and technical workers at sites to be equipped with updated knowledge in construction sector. Hence, more male employees attended the Construction Industry Development Board (CIDB) training courses compared to the female employees. It is obvious that most of them are categorized in the non-managerial group.

Furthermore, performance evaluation and career development reviews will be carried out on all employees (100%) on a bi-annual basis.



Learning about thyroid symptoms and treatments.



Free medical consultation by invited speaker.

## Workplace Health and Safety

RIG continues to believe that providing a conducive and safe working environment is of utmost importance for our employees. The Group emphasizes occupational safety since our employees are our essential assets and they are vital to our businesses functions.

Due to the nature of our businesses, our employees are exposed to all kinds of safety risks. Hence, the Group as a responsible employer work towards ensuring that these risks are addressed and mitigated to the fullest extent possible. For instance, regular inspections were conducted by dedicated safety officer to ensure all workers at construction sites comply with safety rules and guidelines set forth by the Group.

During this reporting period, the Group is proud to report that we had maintained a zero accident rate at all its work construction sites in Malaysia.



Daily site safety briefing before work commences.



Periodical fumigation as pest control method.



Safety signage at construction site.



Weekly project management meeting with site supervisors.



## ACCIDENT RATE

FY2017	FY2018
<b>NIL</b>	



## Corporate Social Responsibility (CSR)

“Sharing is Caring; Giving is Living”. Sharing and Giving have been an integrated part of The Group’s corporate culture since day one. The Group has implemented Corporate Social Responsibility (CSR) activities more than 12 years ago and portrayed a strong position in the community charity works where both staff and management passionately participate in fundraising projects for charitable bodies, associations and educational institutions for the orphanage, underprivileged and old folks home etc.

The Group believes strongly in continue sowing seeds of kindness and nurturing employees with compassion. Occasional festive gatherings and small treats were also organized solely on a corporate basis to bring joys and blessings to the less fortunate. In RIG, the reason to give is as simple as the reason to smile.



**FEB 2018** Spreading the joy of Chinese New Year handing out Angpows to over 550 members from various welfare associations in Kuching, Sarawak.



**JUNE 2018** Sarawak Children’s Cancer Society Movie Day @ CityONE Megamall Cineplex with 107 children and their families.



**JUNE-JULY 2018** Doing our modest parts for Kuching Autistic Association Charity Sales & Food Fair (left) and Sarawak Cheshire Home Charity Food Fair (right).

## GRI Content Index

GRI Standards	Disclosure	Description	Page Reference and Remarks
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	102-2 *	Activities, brands, products, and services	Corporate Profile (Page 8)
	102-3 *	Location of headquarters	Corporate Profile (Page 8)
	102-4 *	Location of operations	Corporate Profile (Page 8)
	102-5 *	Ownership and legal form	Corporate Profile (Page 8)
	102-6 *	Markets served	Corporate Profile (Page 8)
	102-7 *	Scale of the organization	Our People (Page 19)
	102-8 *	Information on employees and other workers	Our People (Page 19)
	102-9 *	Supply chain	Supply Chain Management (Page 13)
	102-10 *	Significant changes to the organization and its supply chain	None
	102-11 *	Precautionary Principle or approach	General Description of Our Approach (Page 11)
	102-12 *	External initiatives	None
	102-13 *	Membership of associations	Membership of Associations (Page 13)
GRI 102: Strategy	102-14 *	Statement from senior decision-maker	Message from The Board (Page 3)
GRI 102: Ethics and Integrity	102-16 *	Values, principles, standards, and norms of behaviour	Fundamental Beliefs and Commitment (Page 5)
GRI 102: Governance	102-18 *	Governance structure	Committee Structure (Page 11)
GRI 102: Stakeholder Engagement	102-40 *	List of stakeholder groups	Stakeholder Engagement (Page 12)
	102-41 *	Collective bargaining agreements	None
	102-42 *	Identifying and selecting stakeholders	Stakeholder Engagement (Page 12)
	102-43 *	Approach to stakeholder engagement	Stakeholder Engagement (Page 12)
	102-44 *	Key topics and concerns raised	Stakeholder Engagement (Page 12)
GRI 102: Reporting Practice	102-45 *	Entities included in the consolidated financial statements	Annual Report FY2018 (Page 11, 90-94)
	102-46 *	Defining report content and topic Boundaries	Materiality Assessment (Page 14)
	102-47 *	List of material topics	Material ESG Factors (Page 14)

GRI Standards	Disclosure	Description	Page Reference and Remarks
	102-48 *	Restatements of information	Overview of Report (Page 1)
	102-49 *	Changes in reporting	Overview of Report (Page 1)
	102-50 *	Reporting period	Overview of Report (Page 1)
	102-51 *	Date of most recent report	Scope of Report (Page 1)
	102-52 *	Reporting cycle	Reporting Process (Page 1)
	102-53 *	Contact point for questions regarding the report	Comments and Feedback (Page 2)
	102-54 *	Claims of reporting in accordance with the GRI Standards	Core Option (33 Items)
	102-55 *	GRI content index	GRI Content Index (Page 26 - 27)
	102-56 *	External Assurance	None
	DMA	Disclosure of Management Approach	Annual Report FY2018 (Page 4-5)
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	Direct Economic Value Generated and Distributed (Page 18) Annual Report FY2018 (Page 51-53)
	201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits (Page 21 - 22)
GRI 401: Employment	DMA	Disclosure of Management Approach	People and Community (Page 19)
	401-1	New employee hires and employee turnover	Our People (Page 20)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits (Page 21-22)
	401-3	Parental leave	Parental Leaves (Page 21)
GRI 403: Occupational Health and Safety	DMA	Disclosure of Management Approach	Workplace Health and Safety (Page 24)
	403-2	Types of injury and rate of injury	Workplace Health and Safety (Page 24)
GRI 404: Training and Education	DMA	Disclosure of Management Approach	Training and Development (Page 23)
	404-1	Average hours of training per year per employee	Training and Development (Page 23)
	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development (Page 23)
	404-3	Percentage of employees receiving regular performance and career development reviews	Training and Development (Page 23)



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