

# ECOWORLD

INTERNATIONAL

CREATING TOMORROW & BEYOND



SUSTAINABILITY REPORT 2021



# ABOUT THIS REPORT



## REPORTING SCOPE AND BOUNDARIES

This report provides an overview of the Group's annual sustainability performance and key achievements from 1<sup>st</sup> November 2020 to 31<sup>st</sup> October 2021 ("FY2021"). The scope includes our operations in the UK and Australia as well as the Headquarters and International Sales Gallery in Malaysia.

Disclosures presented for the UK cover active projects under EcoWorld Ballymore and EcoWorld London, including Apo Group ("Apo Group"), a residential management company. As the development projects in Australia have been completed during the reporting year, we focused our disclosures on post-handover initiatives for both West Village and Yarra One projects.

## INSIDE THIS REPORT

### 01

#### ABOUT THIS REPORT

Reporting Scope and Period  
Reporting Standards  
Feedback

### 02

#### MESSAGE FROM OUR PRESIDENT AND CEO

### 03

#### ECOWORLD INTERNATIONAL AT A GLANCE

6 Group Overview  
10 Awards and Recognition

### 04

#### SUSTAINABILITY AT ECOWORLD INTERNATIONAL

12 Sustainability Approach  
13 Our Implementation Commitment  
14 Sustainability Governance Structure

### 05

#### STAKEHOLDER ENGAGEMENT APPROACH

16 Stakeholder Engagement Table

### 06

#### MATERIALITY PROCESS

20 Materiality Analysis  
21 Materiality Matrix  
22 Mapping of Material Sustainability Matters to Key Group Risk

### 07

#### ECOWORLD INTERNATIONAL'S COMMITMENT TO THE UNSDGs

26 Sustainability Scorecards  
28 Value Creation Process



## REPORTING STANDARDS

We have prepared our report in accordance with Bursa Malaysia Securities Berhad's ("Bursa Malaysia") Main Market Listing Requirements and with guidance from its Sustainability Reporting Guidelines (2<sup>nd</sup> ed.). The content in this report is prepared in accordance with the Global Reporting Initiative ("GRI") Standards and as we transition towards Integrated Reporting, we have adopted the concept of the six (6) capitals to define EcoWorld International's value creation model.



## FEEDBACK

The 2021 Sustainability Report is available on our corporate website at [www.ecoworldinternational.com/investor-relations](http://www.ecoworldinternational.com/investor-relations). Feedback and comments regarding the contents of this Report can be directed to [ewi@ecoworldinternational.com](mailto:ewi@ecoworldinternational.com).

## 08

### KEEPING THE ENVIRONMENT PRISTINE

- 31 Wardian - Where Environment and Design Matters
- 32 Sustainable Designs
- 35 Waste Management
- 36 Climate Change
- 39 Biodiversity and Green Infrastructure
- 40 Water Stewardship
- 40 Material Management

## 09

### ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

- 42 An Agile Workforce is the New Normal
- 44 Diversity and Inclusion
- 49 Labour Practices and Decent Work
- 51 Occupational Health and Safety

## 10

### CREATING A CONNECTED COMMUNITY

- 55 Kew - Connecting Environment and Community
- 57 Healthy and Sustainable Communities

## 11

### UPHOLDING ETHICAL CONDUCT

- 61 Corporate Governance and Transparency

## 12

### FOSTERING ECONOMIC GROWTH

- 65 Customer Satisfaction and Brand Reputation
- 68 Economic Performance
- 69 Responsible Supply Chain Management

## 13

### CONCLUSION

- 72 Conclusion

## 14

### FTSE CONTENT INDEX

- 73 FTSE Content Index

## 15

### GRI CONTENT INDEX

- 74 GRI 102 General Disclosures 2016
- 75 Material Topics

## 16

### GLOSSARY OF KEY ABBREVIATIONS

## MESSAGE FROM OUR PRESIDENT AND CEO

**Dear Stakeholders,**

2021 proved to be one of the most challenging years for government and businesses alike, with lockdowns and restrictions impeding the movement of people, goods and services. Our main priority has been to maintain the safety and health of our employees and their families.

### **DATO' TEOW LEONG SENG**

President and CEO of EcoWorld International  
Chairman of Sustainability Committee



Through the EcoWorld Corporate Vaccination Programme in June 2021, we successfully secured vaccinations for all Eco World International Berhad ("**EcoWorld International**", "**the Group**", "**EWI**", "**we**" or "**our**") team members, families and business associates in Malaysia. For the past two years, the COVID-19 pandemic has greatly impacted our daily lives and altered our societal norms for the foreseeable future. This is compounded

by a climate crisis, as reported by the Intergovernmental Panel on Climate Change in its 6<sup>th</sup> Assessment Report. As an international property developer, EcoWorld International has a greater responsibility to drive sustainability throughout its operations and business strategies to tackle these issues for the long-term benefits of the company and society.

## OUR SUSTAINABILITY JOURNEY

EcoWorld International started its sustainability journey in 2017. We recognise the importance of understanding stakeholder concerns and incorporating principles of sustainability in our business strategies for shared value creation.

We continue to prioritise our stakeholders and have consistently engaged with them through the years to better understand their changing concerns and priorities. We have also remained committed to being transparent with stakeholders by providing relevant and meaningful information in line with our top material sustainability matters.

When we began our sustainability journey, we adopted six of the United Nations Sustainable Development Goals ("**UNSDGs**" or "**SDGs**") we can meaningfully contribute towards. Since then, we have expanded this list to include Goal 13 Climate Action in FY2020 and Goal 4 Quality Education in FY2021, demonstrating EcoWorld International's commitment towards a holistic sustainability approach. To further highlight our drive for sustainability, the Group also became a participant member of the United Nations Global Compact, adopting Goal 17 Partnerships for the Goals, bringing our total SDGs adopted to 9.

In line with our sustainability commitments, we continue to set Key Performance Indicators ("**KPIs**") and targets to motivate the team and optimise performance. Once implemented, the KPIs are monitored to check for yearly performance and adjusted if circumstances have rendered the target unrealistic. In the year under review, I am glad to report that we achieved 83% of our KPIs.

## PUTTING 'ECO' IN ECOWORLD INTERNATIONAL

With green consumerism and corporate sustainability on the rise, we focus our strategy on three aspects of our business: Environment, Community and Organisation. The Group's Sustainability Policy acts as a corporate blueprint that supports EcoWorld International's vision to be a leader in the industry for Environmental, Social and Governance ("**ESG**") integration across its supply chain. We also published a Sustainable Procurement Policy for EcoWorld International Malaysia and EcoWorld London, specifying the criteria and conditions to which suppliers and vendors are required to adhere to. It outlines how we and our supply chain will influence procurement choices of goods, works and services to increase value for money, reduce consumption of primary resources, mitigate impacts on the environment and deliver a healthier built environment.



EcoWorld International's ESG framework anchored by the Group's Sustainability Policy.

## MESSAGE FROM OUR PRESIDENT AND CEO

The Group also became a participant member of the United Nations Global Compact, adopting Goal 17 Partnerships for the Goals, bringing our total SDGs adopted to 9.



Aerial of Linear Park, Embassy Gardens

### OUR APPROACH

The synthesis of the peer review, legislation review, and stakeholder engagement exercises revealed an equal emphasis on people and the planet and helped to drive the priorities and material objectives for us to focus on as a business.

### PEOPLE AND PLANET

By promoting the long-term well-being of people and the planet in all aspects of our business, we will be honouring our responsibility to safeguard our world and leave a lasting and positive impact.

To reflect the key themes of people and planet, we named the first two focus areas **Exceptional Environment** and **Connected Community**. **Outstanding Organisation** was chosen as the title of the final focus area, dedicated to governance. The material issues were then grouped under the corresponding focus areas.

### Changing the world one community at a time



#### EXCEPTIONAL ENVIRONMENT

##### ⇒ Objective

Creating places that will stand the test of time. We have a responsibility to ensure that the homes we build minimise their impact on the planet by using resources intelligently, both during the building process and during their lifetime of use



#### CONNECTED COMMUNITY

##### ⇒ Objective

Making a positive impact in the places we build and help foster strong, flourishing communities for generations to come



#### OUTSTANDING ORGANISATION

##### ⇒ Objective

Be a trusted civic partner in all of our interactions and nurture a culture where innovation, creativity, and pride in our work is at the heart of everything we do

## OUR KEY ACHIEVEMENTS

'Customer Satisfaction and Brand Reputation' was our top five material matter in FY2021. We strive to provide high quality products and services to our Customers and try to anticipate our Customers' needs. Our efforts in this regard were acknowledged by In-house Research Ltd when EcoWorld London was awarded the Gold Award for its exemplary performance in meeting Customers' expectations.

Accelerating our shift towards sustainable development, we have implemented numerous initiatives to ensure the Group's projects are sustainable from a social and environmental perspective. Our projects in the United Kingdom ("UK") have been assessed under the Considerate Constructors Scheme to demonstrate that best practices have been applied to minimise adverse impacts to the surrounding environment and community.

Building a sustainable future with COVID-19 requires workplace adaptation and workforce motivation. Across the Group, our subsidiaries have implemented remote-working measures by leveraging new cloud technology and digital platforms to maintain work productivity and connectivity between employees. Giving back to the local community remains one

of EcoWorld International's core tenets. To support vulnerable communities and promote a spirit of volunteerism, EcoWorld International has launched several community initiatives, including donation drives and volunteering programmes in the UK. We have also collaborated with our shareholder company, Eco World Development Group Berhad ("**EWDG**"), to host the 'Bantu by Team EcoWorld' programme, raising RM80,000 for underprivileged groups impacted by COVID-19.

Despite the challenges posed by the pandemic, our commitment to the sustainable development agenda remains firm. The trust our stakeholders have placed in EcoWorld International over the years as well as the tireless efforts and dedication of Team EcoWorld has enabled the Group to progress this far in our sustainability journey. I wish to express my heartfelt appreciation to our employees, Directors and stakeholders for their relentless support. In the coming years, we are confident that our sustainability strategy will continue to strengthen and further increase EcoWorld International's credential into a company that embodies the '**ECO**' brand.

### Dato' Teow Leong Seng

President and CEO of EcoWorld International  
Chairman of Sustainability Committee



Linear Park, Embassy Gardens



# ECOWORLD INTERNATIONAL AT A GLANCE

Aerial of London, including Embassy Gardens

## Group Overview

EcoWorld International is a leading property developer in the residential/mixed-use property market in the United Kingdom and Australia. In our seven years of operations, we have designed and built great places that our residents are proud to call home. We develop and manage residential properties in a responsible and sustainable manner while ensuring environmental integrity. With each passing year, we strengthen our ESG commitments by tracking the development of on-going projects and implementing initiatives in existing ones.



## OUR VISION

The brand is about the pursuit of better, greater ways to complete people's living experiences. We want to be thought leaders and innovators – a non-traditional business with positive economic, social and environmental impacts. We push boundaries in our vision of **Creating Tomorrow & Beyond**.

By committing to create **Exceptional Environment**, **Connected Community** and an **Outstanding Organisation**, we are embodying 'ECO' in our name. These three focus areas form a key part of our overall vision, focus and strategy in **Changing the world one community at a time** and mapping a sustainable path in achieving our vision of **Creating Tomorrow & Beyond**.

In order to become the brand we want to be, we will leverage on the power of positive collaboration, passionate energy, and fresh ideas that move communities, as outlined in our Mission Statement.



## OUR MISSION

We will achieve our Vision through EcoWorld's Culture of Excellence, harnessing our Time, Talent and Resources to:



The United Nations defines sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”. Our vision, mission and brand core values reflect our commitment towards achieving the United Nations sustainable development agenda.

We are also guided by the 17 SDGs designed by the United Nations as a “blueprint to achieve a better and more sustainable future for all”. We are committed to taking positive steps towards greater achievement of the goals most relevant in the context of our operations in the hope that our efforts will count towards the global achievement of the SDGs.

## ECOWORLD INTERNATIONAL AT A GLANCE

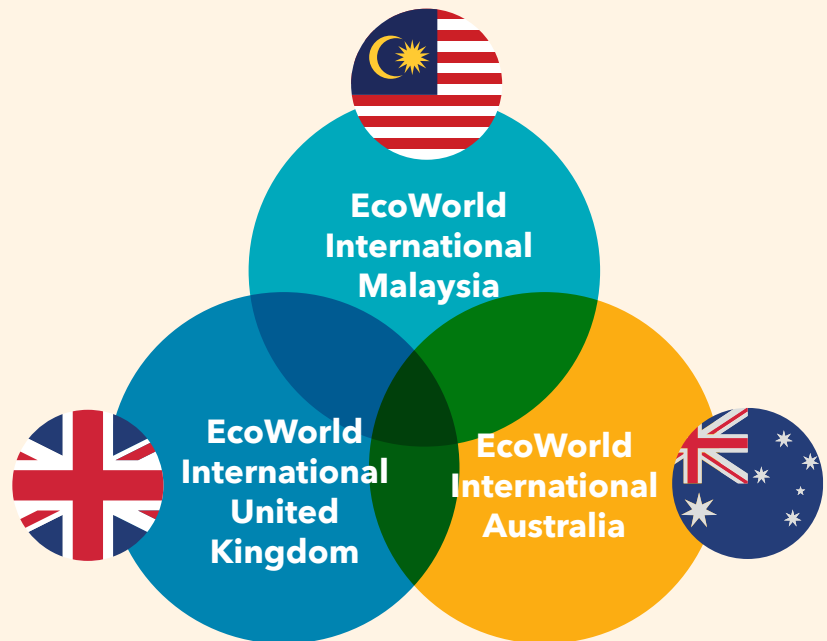


**Our Team**  
**180+**  
**Employees**

**Operating From**  
**3**  
**Regions**

**Across**  
**3**  
**Continents**

- Headquarters, Setia Alam
- EcoWorld International Sales Gallery, Kuala Lumpur



#### **EcoWorld London**

- Aberfeldy Village (Oxbow)
- Millbrook Park (The Claves)
- Jubilee (Third & Caird)
- Kew Bridge (Verdo)
- Acton Lodge (Herings Hall Close)
- Barking Wharf
- Two Bridges
- New Road Triangle\*
- Griffin Park\*
- Woking\*

- West Village
- Yarra One

#### **EcoWorld Ballymore**

- Embassy Gardens
- London City Island
- Warden London

#### **Apo Group, being a residential manager of completed Build-to-Rent schemes**

- Apo Kew
- Apo Barking
- be:here Hayes

\* Represents new projects that are still in the planning phase.

## ECOWORLD INTERNATIONAL AT A GLANCE

### AWARDS AND RECOGNITION

Our efforts to build a sustainable business through innovative thinking and being responsive to the needs of capital markets and Customers, have been recognised. We received accolades and awards from industry experts and international organisations for our quality and innovative development projects and sustainability achievements in FY2021.

#### Sustainability Awards and Accolades

United Nations Global Compact (“**UNGC**”) is a strategic initiative that supports companies that are committed to responsible business practices with their ten principles in the areas of human rights, labour, environment and corruption. These comply with the sources of sustainability framework and policies implemented by EcoWorld International. In May 2021, EcoWorld International officially became a Participant Member of the UNGC, demonstrating the Group’s proactive commitment to the 2030 Agenda for Sustainable Development.

In these challenging times, we were proud that EcoWorld London’s Millbrook Park (The Claves) and Aberfeldy Village (Oxbow) were awarded the ‘Gold Award’ by In-house Research Ltd. The award was run by the specialist market research company, purely based on Customer feedback. The ‘Gold Award’ is a testament to the Group’s commitment to put Customers at the heart of our business as we strive for excellence and demonstrated with over 90% of our Customers saying that they would recommend EcoWorld London to their friends and family.

The Constructing Excellence SECBE Awards recognises the very best construction companies, collaborations and projects from across London and the Southeast. EcoWorld London’s Kew Bridge (Verdo) was a finalist in the Constructing Excellence SECBE Award (Offsite category) for its innovation in incorporating offsite construction methods. At Kew Bridge (Verdo), we have constructed 3 apartment blocks, that are 8, 12 and 13 storeys respectively, at the rate of one floor per block every 6 days. The cooperation of EcoWorld London with our contractor, Byldis, was exemplary especially with reduced labour on-site to mitigate the spread of the COVID-19 pandemic and had met all requirements of the National House Building Council (NHBC).



Participant Member of the UNGC



Gold Awards by In-house Research Ltd



Kew Bridge (Verdo)



Finalist in the South East Centre for Build Environment (“SECBE”) award for Kew Bridge (Verdo)



Wardian's design champions botanically inspired living with its waterside location on the Isle of Dogs immediately south of Canary Wharf London and was named the Apartment Development of the Year (Highly Commended) in 2021. The project which features a rooftop observatory bar and a 25-meter open air swimming pool, set within a richly landscaped environment. With commitment to incorporate both proximity to the energising workplace and a green home environment, Wardian embraces the design of 'bringing the outside in' that differentiates it from its competitors.



Apartment Development of the Year (Highly Commended)  
Wardian

### Other Awards and Accolades



**Property Marketing Awards**

Best Residential Marketing Aberfeldy Village (Oxbow)



**The Edge Malaysia**

Outstanding Overseas Project Embassy Gardens

# SUSTAINABILITY AT ECOWORLD INTERNATIONAL

## SUSTAINABILITY APPROACH

Sustainability is deeply embedded in EcoWorld International's business model to create long-term value for its stakeholders, and has enabled us to remain steadfast in the face of sudden external challenges outside of our control such as COVID-19. Guided by the UNSDGs, we reaffirmed EWI's sustainability approach this year by establishing new KPIs, updating our sustainability-related corporate policies and joining the UNGC.

EcoWorld International has established a new Group Sustainability Policy in FY2021 to reaffirm EWI's dedication towards the sustainable development agenda. Our Sustainability Policy is integral to the Group's vision of 'Creating Tomorrow & Beyond'. It provides guiding principles on business strategies to ensure sustainability integration across EWI's value chain. The Group Sustainability Policy symbolises EWI's commitment towards continuous improvement in addressing ESG factors, including:



Upholding good governance and ethical practices in all business operations

We uphold integrity, good governance and ethical behaviour in all our business practices to maintain the trust of our stakeholders and our social license to operate. We are committed to providing quality products and services to all our Customers and residents in our developments. We strive to conduct our business responsibly, by making a positive contribution to the communities around our developments. We pledge to conduct our business in accordance with applicable laws and regulations by which we are bound. In the event of any shortcomings, we will take all necessary and appropriate remedial actions as soon as practicably possible to minimise any impact.



Display exemplary labour practices and protecting human rights

We are committed to providing a safe, healthy and equal opportunity working environment for our employees. Positive engagements are made with our supply chain partners to encourage and obligate them to do the same. We are committed to ensuring that the appropriate labour standards will be applied and do all within our control and influence to help ensure that all those involved in the delivery of our business operations receive fair salaries/wages for fair working hours. Our employees shall receive equal access to training and development programmes as well as opportunities for career growth.

We have put in place (and will continuously improve) health and safety procedures and measures to ensure the safety of all who are present at our business premises as well as at our construction sites.

We stand strongly against human rights malpractices such as child labour, forced labour and any form of discrimination (in respect of race, religion, gender, age, disabilities, nationality, etc.). Bullying, harassment, and any form of anti-social behaviours will not be tolerated.



Addressing climate change and protecting biodiversity and the environment

We are committed to operating responsibly and safeguarding the environment. We acknowledge the negative impacts of climate change, biodiversity loss and environmental degradation resulting in global warming. We are continually looking at what impacts our operations and developing plans to better understand our greenhouse gas emissions, pollution and waste production. As a result, we will and are evolving how we monitor and conserve (where possible) the use of energy, water and resources, and to recycle and reuse wherever practicable.

Through our Sustainable Procurement Policy, we seek to work with supply chain partners (which include but are not limited to contractors, consultants, suppliers, vendors, product manufacturers and product distributors), who actively consider environmental issues in their everyday business and encourage them to provide solutions, materials and goods that are sustainable and eco-friendly. Priority is given to the purchase of items produced that take environmental and social issues into consideration and to supply chain partners who are proactive in caring for and conserving the environment.

Through our collaboration with internal and external stakeholders, continuous education and awareness on climate change metrics (particularly in science-based target setting), and commitment from our senior leadership, we intend to work towards a net-zero carbon future.



Supporting the community

We acknowledge the role we play as good corporate citizens in being responsible towards the communities around us. We are committed to working in partnership with the communities in and around our developments and supporting them by providing the infrastructure necessary for economic and social development and employment opportunities. Through the Eco World Foundation, we are continually building upon our work to provide equal access to education for children from underprivileged backgrounds in the hopes of eventually elevating the financial and social status of the families under our care.

## OUR IMPLEMENTATION COMMITMENT

The following are the commitments and procedures we shall undertake to ensure that our chosen sustainability strategies are realised and delivered effectively:



Sustainability represents a crucial element in EcoWorld International's overall business strategy as it represents the Group's approach to sustainable value creation. Our sustainability strategy reflects the company's three focus areas: **E**nvironment, **C**ommunity and **O**rganisation. The '**ECO**' brand represents the positive influence the Group has on the local community and its focus on creating long-term value for stakeholders.

### Changing the world one community at a time



#### EXCEPTIONAL ENVIRONMENT

- ⇒ Objective  
Creating places that will stand the test of time. We have a responsibility to ensure that the homes we build minimise their impact on the planet by using resources intelligently, both during the building process and during their lifetime of use



#### CONNECTED COMMUNITY

- ⇒ Objective  
Making a positive impact in the places we build and help foster strong, flourishing communities for generations to come



#### OUTSTANDING ORGANISATION

- ⇒ Objective  
Be a trusted civic partner in all of our interactions and nurture a culture where innovation, creativity, and pride in our work is at the heart of everything we do

To measure our sustainability performance and track progress, we have formulated specific KPIs based on operational goals and targets, which will be continuously improved upon going forward. As we advance on our sustainability journey, we aim to further improve our efforts in contributing to the establishment of a sustainable society. Accordingly, the sustainability strategy is subject to on-going review and revisions where necessary to reflect the Group's commitment to continuous improvement.

## SUSTAINABILITY AT ECOWORLD INTERNATIONAL

### SUSTAINABILITY GOVERNANCE STRUCTURE

Our governance structure comprises a three-tier structure helmed by the Board. The Sustainability Committee is chaired by the Group's President and CEO, who reports to the Board. The Committee consists of senior management who are responsible for overseeing EcoWorld International's Working Councils. The 4 areas which are represented by the councils are categorised as Economic, Environmental, Social and Governance Councils respectively. They are responsible for rolling out and monitoring sustainability initiatives on the ground.



### ROLES AND RESPONSIBILITY



#### Board of Directors

- ⇒ Steers the Group's sustainability direction and strategy
- ⇒ Supports the Group in the implementation of sustainability initiatives
- ⇒ Approves the final sustainability report prior to publishing



#### Sustainability Committee

- ⇒ Informs the Board about sustainability performance and progress
- ⇒ Oversees the implementation of sustainability initiatives across all operations



#### Economic, Environment, Social and Governance Council

- ⇒ Identify key material sustainability matters that are relevant to the Group
- ⇒ Execute sustainability initiatives that have been approved by the Board and Sustainability Committee
- ⇒ Gather performance data on key sustainability indicators

## STAKEHOLDER ENGAGEMENT APPROACH

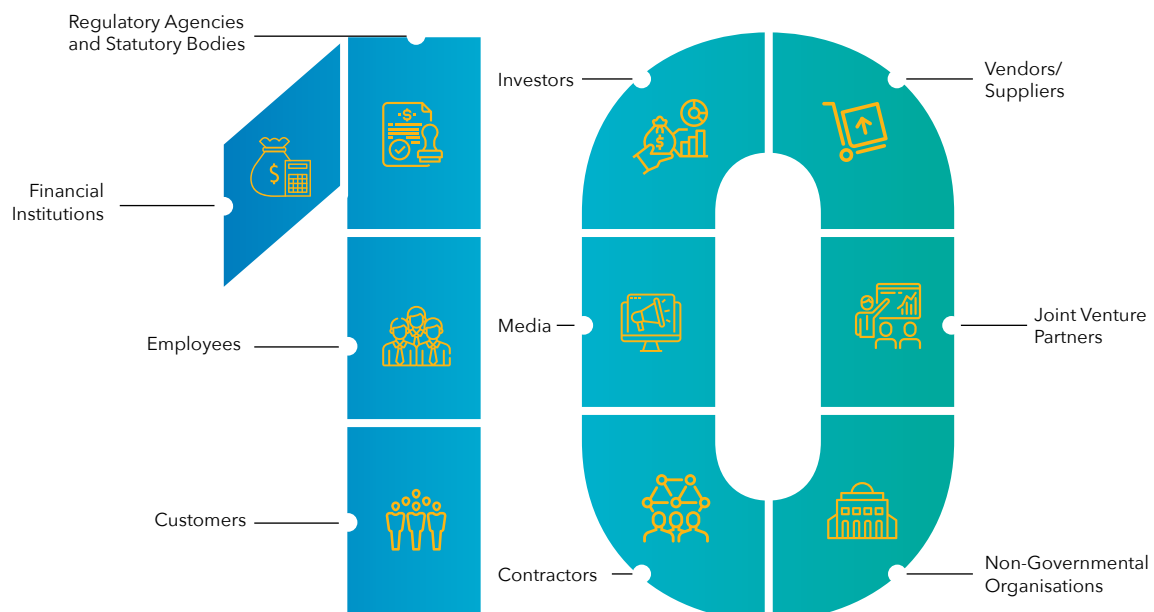


Lobby, Wardian London

Engaging with stakeholders in meaningful dialogue is crucial for long-term success. By identifying the positive and negative impacts our business has on our stakeholders, we can better understand their expectations and concerns regarding our business.

We engage with our stakeholder groups periodically for feedback and to remain updated with the latest concerns, so that our team can address them in a timely manner.

### EcoWorld International Stakeholders



## STAKEHOLDER ENGAGEMENT APPROACH

### STAKEHOLDER ENGAGEMENT TABLE



#### Employees

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Corporate direction and growth plans</li> <li>Job Security</li> <li>Remuneration and benefits</li> <li>Career development and training opportunities</li> <li>Workplace health and safety</li> <li>Labour and human rights</li> <li>Work-life balance</li> <li>Employee volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>Management meetings with employee</li> <li>Huddle staff meetings</li> <li>On-going education and training programme</li> <li>Whistleblowing policy</li> <li>Job-level specific training programme</li> <li>Circulation of internal policies</li> <li>Chairman 360</li> <li>Newsletters</li> <li>Internal Service Survey</li> <li>Good Morning EcoWorld</li> <li>Mental Health Ambassadors programme</li> <li>UK Wellness Initiatives - Formation of Equality, Diversity and Inclusion as well as Network and Health Ambassadors</li> </ul>	<ul style="list-style-type: none"> <li>Throughout the year</li> <li>Throughout the year</li> <li>Throughout the year</li> <li>Implemented</li> <li>Throughout the year</li> <li>Throughout the year</li> <li>Annually</li> <li>Bi-monthly</li> <li>Half-yearly</li> <li>Weekly</li> <li>Throughout the year</li> <li>Throughout the year</li> </ul>
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Provide comprehensive remuneration and compensation packages</li> <li>Provide various types of training programmes</li> <li>Established grievances mechanisms to address employee concerns</li> </ul>		



#### Customers

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Pricing</li> <li>Quality and workmanship</li> <li>Energy conservation</li> <li>Design and features</li> <li>Product safety</li> <li>Defects rectification</li> <li>Customer service and experience</li> </ul>	<ul style="list-style-type: none"> <li>Corporate and branch campaigns</li> <li>Corporate website and social media channels</li> <li>Advertisement and marketing promotions</li> <li>Engagement surveys</li> <li>Exhibition and showcases</li> <li>Resident events</li> <li>Regular engagement via Customer Care team</li> <li>Newsletter to Customers and announcements via the scheme applications</li> </ul>	Throughout the year
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Develop buildings and properties with green certification</li> <li>Provide excellent Customer service to address concerns</li> <li>Organise engagement programmes to familiarise Customers with the brand</li> </ul>		



## Investors

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Growth trajectory</li> <li>Acquisitions and expansion</li> <li>Market diversification</li> <li>Risk Management</li> <li>Corporate Governance</li> <li>ESG indicators</li> <li>Climate change and carbon pricing strategies</li> <li>Sustainability performance and tracking</li> <li>Reporting standards</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Announcements to Bursa Malaysia</li> <li>Site visits</li> <li>Analyst, banker and fund manager briefings</li> <li>Annual report</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Throughout the year</li> <li>Throughout the year</li> <li>Half-yearly</li> <li>Annually</li> </ul>
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Establish strong corporate governance measures</li> <li>Conduct risk assessments to address and mitigate potential risks</li> <li>Report sustainability performance in annual report and standalone sustainability report</li> </ul>		



## Regulatory Agencies and Statutory Bodies

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Compliance</li> <li>Security issues</li> <li>Waste management</li> <li>Public nuisance issues</li> <li>Labour practices</li> </ul>	<ul style="list-style-type: none"> <li>Inspections by local authorities</li> <li>Press releases</li> <li>Workshops</li> </ul>	Throughout the year
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Establish policies to ensure compliance with relevant legislation</li> <li>Track and monitor resource inputs and outputs</li> </ul>		



## Vendors/Suppliers

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Legal compliance</li> <li>Payment schedule</li> <li>Pricing of services</li> <li>Product quality and inventory</li> </ul>	<ul style="list-style-type: none"> <li>Contract negotiations</li> <li>Supplier audits and evaluations</li> <li>Relationship meetings</li> <li>Vendor registration and framework agreements</li> </ul>	Throughout the year
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Allocate 100% of procurement budget for local suppliers</li> <li>Ensure fair and transparent tender procedures</li> </ul>		

## STAKEHOLDER ENGAGEMENT APPROACH



### Media

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Company reputation</li> <li>Advocating green consumerism and lifestyle</li> </ul>	<ul style="list-style-type: none"> <li>Interviews and engagement sessions through project site visits or meetings</li> <li>Press releases</li> <li>Press conferences</li> </ul>	Throughout the year
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Organise engagement programmes to boost brand reputation</li> <li>Enhanced disclosures in corporate website</li> </ul>		



### Non-Governmental Organisations

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Environmental and social issues in relation to business operations</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing engagement sessions</li> <li>Press releases</li> <li>Donations and financial aid</li> <li>Contributions to environmental and social enhancements</li> </ul>	Throughout the year
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Provide donations and other Non-financial contributions to various non-governmental organisations</li> <li>Ensure the Group continues to minimise environmental footprint through energy saving initiatives and proper waste management</li> </ul>		



### Contractors

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Payment schedule</li> <li>Pricing of services</li> <li>Resource planning</li> </ul>	<ul style="list-style-type: none"> <li>Contract negotiations</li> <li>Contractor audits and evaluations</li> <li>Relationship meetings</li> <li>Contractor registration and framework agreements</li> </ul>	Throughout the year
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Adopt health and safety management systems</li> </ul>		



## Joint Venture Partners

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Growth trajectory</li> <li>Acquisition and expansion</li> <li>Market diversification</li> <li>Risk management</li> <li>Corporate governance</li> <li>ESG and Financial indicators</li> <li>Climate change strategies</li> <li>Sustainability performance and tracking</li> <li>Reporting standards</li> </ul>	<ul style="list-style-type: none"> <li>Annual report</li> <li>JV Board and Committee meetings</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Throughout the year</li> </ul>
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Continue to work in tandem with JV Partners to construct and develop commercial and residential properties</li> <li>Like-minded and coherent plans and strategies to ensure best practices</li> </ul>		



## Financial Institutions

Areas of Interest	Methods of Engagement	Frequency of Engagement
<ul style="list-style-type: none"> <li>Market performance, business outlook and strategies</li> <li>Sales performance</li> </ul>	<ul style="list-style-type: none"> <li>Meetings and annual reviews</li> <li>Project site visits</li> <li>Roadshows and presentations on financial results with clear strategic directions</li> <li>Annual General Meeting</li> <li>Announcements to Bursa Malaysia</li> <li>Analyst, banker and fund manager briefings</li> </ul>	Throughout the year or annually, where applicable
<b>EcoWorld International's Response</b> <ul style="list-style-type: none"> <li>Active engagement with bankers to explore financing proposals which support business strategies of the company</li> </ul>		

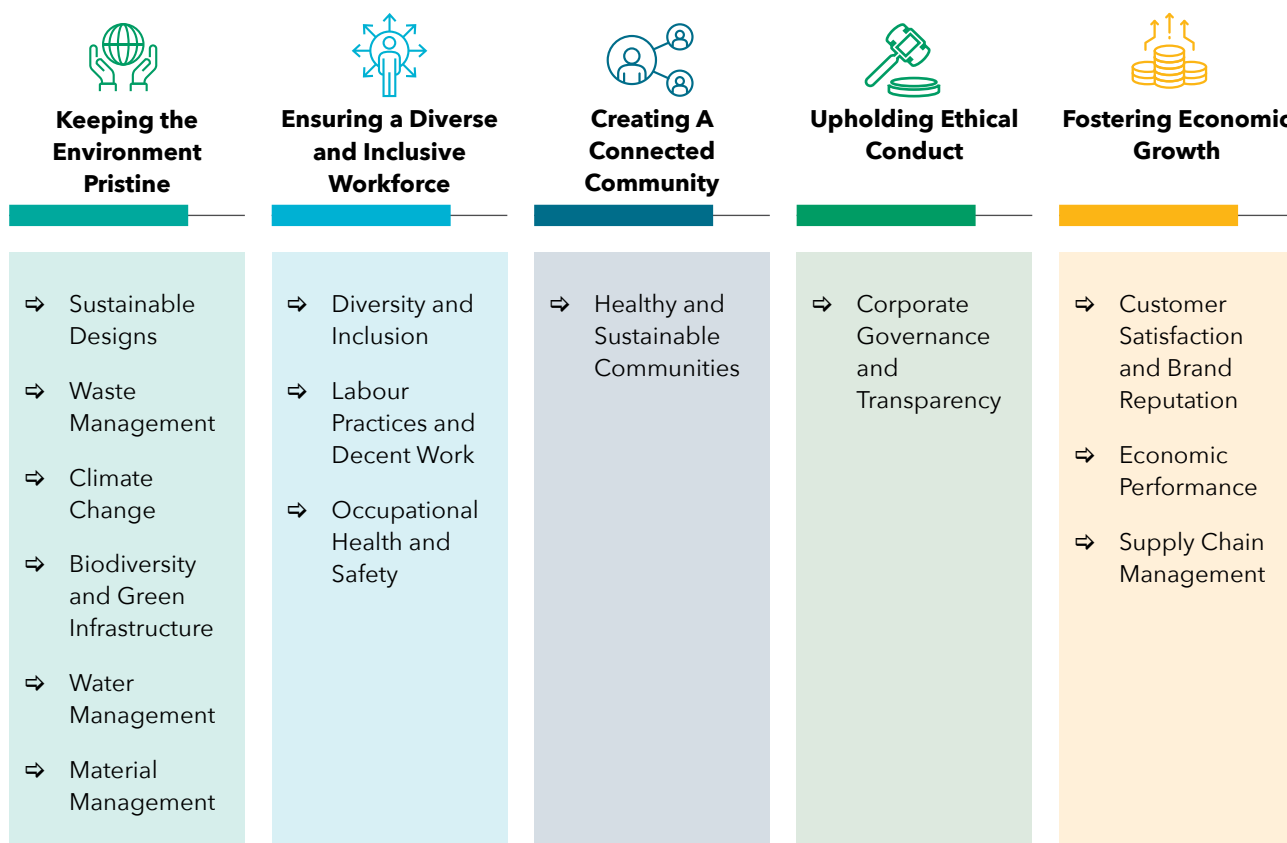


Entrance, WARDIAN London

## MATERIALITY PROCESS

### MATERIALITY ANALYSIS

Our material sustainability matters reflect our most significant ESG impacts, risks and opportunities. During this reporting period, we have reviewed and identified 14 material matters which apply to EcoWorld International. These 14 material sustainability matters are categorised under five (5) pillars of sustainability as below:

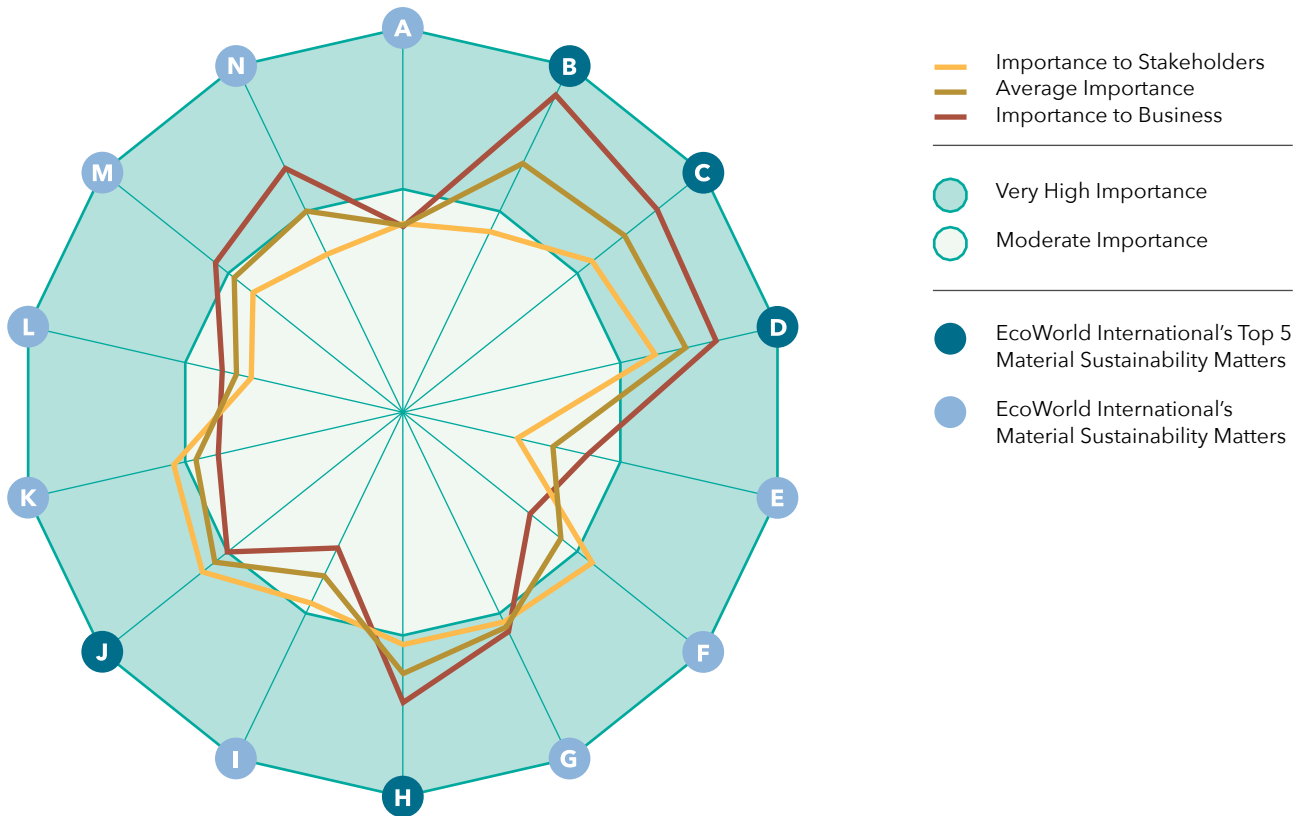


Upon finalisation, we rank each material matter based on its importance to our stakeholders and the business. The prioritisation exercise was conducted internally with participation from members of EcoWorld International's Sustainability Committee and other key personnel across all three (3) regions. After the material sustainability matters were ranked, they were mapped out on a matrix, which illustrates the priority level of each matter relative to one another. The matrix was reviewed and approved by the Group's Board.

Our top five (5) material sustainability matters in FY2021 include Climate Change, Customer Satisfaction and Brand Reputation, Occupational Health and Safety, Corporate Governance and Transparency, as well as Labour Practices and Decent Work. Regulatory Compliance as a material matter was consolidated to form Corporate Governance and Transparency. In FY2021, Customer Satisfaction and Brand Reputation overtook Corporate Governance and Transparency in its ranking as the Group's most important material sustainability matter.

## MATERIALITY MATRIX

Below is EcoWorld International's materiality matrix that illustrates the top 14 ESG topics to our business and stakeholders:



A. Biodiversity and Green Infrastructure

**B. Climate Change**

**C. Corporate Governance and Transparency**

**D. Customer Satisfaction and Brand Reputation**

E. Diversity and Inclusion

F. Economic Performance

G. Healthy and Sustainable Communities

**H. Labour Practices and Decent Work**

I. Material Management

**J. Occupational Health and Safety**

K. Sustainable Designs

L. Supply Chain Management

M. Waste Management

N. Water Management



Eg: le Club, Embassy Gardens

## MATERIALITY PROCESS

### MAPPING OF MATERIAL SUSTAINABILITY MATTERS TO KEY GROUP RISK

We recognise the connection between ESG and risk management leading to operational risks and opportunities for growth. The Board supports the implementation of the ISO 31000:2018 certified Enterprise Risk Management Framework, ensuring its effectiveness in identifying and mitigating risks. The Risk Management Team ("RMT") is tasked with reviewing the risk profiles of all business units compiled during daily operations before reporting them to the Risk Management Committee ("RMC"). The RMC would then communicate any critical risks to the Board as well as provide recommendations to mitigate identified risks.

Beyond assessing risks at the Group level, the RMT also works closely with the respective business units to develop risk management strategies, as well as remain relevant and resilient in support of the Group's material sustainability matters.

In the table below, we outline the management approach with the material sustainability matters mapped to each of our sustainability pillars.

Material Sustainability Matters	Alignment with the UNSDGs	Opportunities and Management Approach
<b>Pillar 1 - Keeping the Environment Pristine</b>		
<b>Sustainable Designs</b> <b>Waste Management</b> <b>Water Management</b> <b>Climate Change</b> <b>Biodiversity and Green Infrastructure</b> <b>Material Management</b> <b>Risks</b> <ul style="list-style-type: none"> <li>Emergence of more stringent environmental laws and regulations</li> <li>Failure to anticipate climate-related physical and transition risks that will lead to stranded assets may have a direct impact on our core business operations</li> </ul>	  	<ul style="list-style-type: none"> <li>Smart building management system for apartments under the APO Group</li> <li>Continuous monitoring of greenhouse gas emissions</li> <li>100% of construction waste diverted from landfills</li> <li>Nesting boxes are built into the façades of the town houses of Acton Lodge for bats and birds</li> <li>Log piles at the ground of the play area provides shelter for garden wildlife</li> <li>Continuous efforts to reduce embodied carbon in construction materials</li> <li>Tree Planting initiative at London City Island as a carbon offset programme</li> <li>Water conservation initiatives in Wardian's Environmental Management Plan</li> <li>EcoWorld London is certified with Environmental Management ISO 14001 that requires proper management of environmental risks identified</li> </ul>
<b>Pillar 2 - Ensuring a Diverse and Inclusive Workforce</b>		
<b>Occupational Health and Safety</b> <b>Labour Practices and Decent Work</b> <b>Diversity and Inclusion</b> <b>Risks</b> <ul style="list-style-type: none"> <li>Exposure to health and safety risks at the project sites</li> <li>Loss of key personnel may disrupt the operations</li> <li>Non-compliance with labour welfare practices and its law and regulations may lead to negative impact on reputation</li> </ul>	  	<ul style="list-style-type: none"> <li>Robust health and safety practices. EcoWorld International recorded ZERO fatalities in this reporting period</li> <li>Establishment of comprehensive Labour Policies</li> <li>Flexible work arrangement across the Group</li> <li>Establishment of Equality, Diversity and Inclusion Network and Dignity at Work policy in UK</li> <li>Successful transition of EcoWorld London's Health and Safety Procedures to ISO 45001</li> </ul>

Material Sustainability Matters	Alignment with the UNSDGs	Opportunities and Management Approach
<b>Pillar 3 - A Connected Community</b>		
<b>Healthy and Sustainable Communities</b>  <b>Risk</b> <ul style="list-style-type: none"> <li>Non-compliance with laws and regulations may affect the health and well-being of the communities</li> </ul>		<ul style="list-style-type: none"> <li>EcoWorld International was in collaboration with EWDG through EcoWorld Foundation in relation to COVID-19 support programmes, including <i>#AnakAnakMalaysia, Bantu</i> by Team EcoWorld, and donations collected through EcoWorld Foundation</li> <li>EcoWorld London's partnership with Royal Botanic Gardens, Kew as the official sponsors of Kew's annual Community Open Week and Community Learning Programme</li> </ul>
<b>Pillar 4 - Upholding Ethical Conduct</b>		
<b>Corporate Governance and Transparency</b>  <b>Risk</b> <ul style="list-style-type: none"> <li>Any changes in prevailing laws or regulations in Malaysia, UK and Australia may have an impact on the Group</li> </ul>	 	<ul style="list-style-type: none"> <li>Cultivate a company culture of integrity via the Code of Conduct and Business Ethics, Anti-Bribery and Anti-Corruption Policy, and Whistleblowing Policy</li> <li>Zero incidents of non-compliance with relevant regulations across the Group</li> <li>Partnership with UNGC to promote corporate responsibility and enhance our sustainability strategies</li> </ul>
<b>Pillar 5 - Fostering Economic Growth</b>		
<b>Customer Satisfaction and Brand Reputation</b>  <b>Economic Performance</b>  <b>Supply Chain Management</b>  <b>Risks</b> <ul style="list-style-type: none"> <li>The potential for operational risks extends beyond EcoWorld International and across the Group's value chain, where the performance and conduct of supply chain may lead to quality issues, project delays and cost overrun</li> <li>The demand for real estate is affected by negative macroeconomic and market conditions which will have an impact on the economic performance of the Group</li> <li>EcoWorld International is dependent on a combination of both equity and borrowings to fund its operations and may be adversely affected by its cash flows</li> </ul>	 	<ul style="list-style-type: none"> <li>Excellent Considerate Constructors Scheme Score for all UK projects</li> <li>Customer satisfaction surveys by external consultants with above average scoring in all parameters for EcoWorld London and EcoWorld Ballymore</li> <li>Preference for procuring from local suppliers and Small and Medium Enterprises ("SMEs") <ul style="list-style-type: none"> <li>81% and 75% of EcoWorld Ballymore and EcoWorld London procurement spending on Local Companies respectively</li> <li>59% of EcoWorld London procurement spending on SMEs</li> </ul> </li> <li>Continuous engagement with supply chain partners on deliverables</li> <li>Engaging the key bankers and monitoring financial expenses to secure sufficient capital to support EcoWorld International's current and future needs</li> </ul>

For a more comprehensive disclosure on EcoWorld International's risk management framework and approach, please view the Statement on Risk Management and Internal Control section of the Annual Report 2021.

## ECOWORLD INTERNATIONAL'S COMMITMENT TO THE UNSDGs



Third & Caird townhouses

Incorporating United Nation's sustainability agenda across EcoWorld International's day-to-day operations calls for building a culture within the organisation that focuses on ESG. Through the implementation of initiatives, policies and targets, we aspire to create this culture. This year, we included **UNSDG 4: Quality Education** and **UNSDG 17: Partnerships for the Goals** to the list of UNSDGs adopted over the years. These goals underscore our commitment to ESG matters and performance, and UNGC's 10 Principles.

Pertinent to the nine (9) SDGs, the key developments and progress we have made in FY2021 are outlined below:



### ENVIRONMENT



SDG9: Industry, Innovation and Infrastructure

SDG11: Sustainable Cities and Communities

SDG13: Climate Action

### Our Impacts Created

- EcoWorld Ballymore and EcoWorld London have achieved **100% diversion of construction waste** from landfills in FY2021
- **Over 250 trees planted** in London City Island which amounts to **15,000 kgCO<sub>2</sub>** sequestered annually
- EcoWorld London held **5 community gardening events** and **at least 20% of all events hosted focused on biodiversity or community well-being**

### Creating Potential Impacts

- Wardian
  - Reduction of embodied carbon and operational energy through low carbon design is estimated **to reduce 27% of embodied structural CO<sub>2</sub>**
  - The **estimated kgCO<sub>2</sub>/m<sup>2</sup> of the whole development is around 800 kgCO<sub>2</sub>/m<sup>2</sup>** which is in close proximity to the Embodied Carbon RIBA 2030 Climate Challenge target of less than 800kgCO<sub>2</sub>/m<sup>2</sup> by 2025
- Embassy Gardens is expected to achieve an **estimated carbon emission saving of 36.5%** from the benchmark of **1,839,982 kgCO<sub>2</sub> per year**, with reference to the 2020 Part L of the Building Regulations
- The **future phases of Oxbow, Aberfeldy Village** apartments have been designed to meet the London Energy Transformation Initiative Standards and some of the apartments are **projected to have a 78.9% reduction in embodied carbon** over the conventional housing units
- Incorporating biodiversity into the property designs of New Road Triangle and Griffin Park

### Our Initiatives

- **Expanded scope of energy disclosure** to include six (6) project sites of EcoWorld London
- **Tracking Scope 1 greenhouse emissions** of Kew Bridge and Barking Wharf projects of EcoWorld London
- Carbon emission reduction initiatives through use of materials with reduced embodied carbon and tree planting



## ECONOMIC



SDG9: Industry, Innovation and Infrastructure  
SDG11: Sustainable Cities and Communities

## Our Impacts Created

- A **total of 288 and 177 suppliers** were awarded contracts by EcoWorld London and EcoWorld Ballymore, amounting to £120 million and £8 million (equivalent to approximately RM680 million and RM45.6 million) respectively
- **81% and 75% of EcoWorld Ballymore and EcoWorld London** procurement spending on **Local Companies** respectively
- **59% of EcoWorld London** procurement spending on **SMEs**
- **Finalist in SECBE Awards 2021** for Kew Bridge (Verdo)
- Achieved the **Building Research Establishment Environmental Assessment Method (BREEAM) certification** for the commercial spaces of the EcoWorld Ballymore projects
- **Embassy Gardens and Oxbow, Aberfeldy Village** received numerous **accolades for their build quality and innovation**
- **Millbrook Park and Oxbow, Aberfeldy Village** have been awarded the '**Gold Award**' by **In-house Research Ltd** for EcoWorld London's exemplary performance in meeting Customers' expectations

## Our Initiatives

- EcoWorld London commenced the **creation of an Innovation Steering Committee**, with the aim of making innovation a key focus area in FY2022
- Observing **ESG evaluation criteria** in supplier selection process



## SOCIAL



SDG3: Good Health and Well-Being  
SDG4: Quality Education  
SDG5: Gender Equality  
SDG8: Decent Work and Economic Growth  
SDG16: Peace, Justice and Strong Institutions  
SDG17: Partnerships for the Goals

## Our Impacts Created

- Implemented the **EcoWorld COVID Vaccination Programme** for all employees based in Malaysia including their family members
- **180 students** have attended educational activities under the **School Engagement Programme of EcoWorld London**
- Partnering with Royal Botanic Garden, Kew to deliver Community Learning Programme and **provide 2,500 admission passes for pupils** at high-needs schools in Hounslow to visit Kew Gardens with their families
- **30% female representation on Board of Directors**
- **Establishment of the Equality, Diversity and Inclusion Network** to promote equal opportunities for all in employment
- Adherence to international human rights principles such as the Universal Declaration of Human Rights
- Commitment to Minimum Wage (Malaysia and Australia) and London Living Wage
- **Established the Agile Working Policy** to allow for flexible work arrangements in UK

## Our Initiatives

- Focusing on three areas for community engagement namely, **School Engagement, Community Well-being and Work Experience**
- Accelerating plans for **digitisation and adoption of new technology** in work place
- Push forward **equality for all** employees

## ECOWORLD INTERNATIONAL'S COMMITMENT TO THE UNSDGs



### SUSTAINABILITY SCORECARDS

The Sustainability Scorecard helps keep track of EcoWorld International's year-to-year progress towards achieving key sustainability targets that were set in 2019. The targets for FY2021 were reviewed and selected to reflect the changes in our business operation and account for the impacts of COVID-19.

Despite external pressures and uncertainties this year, the Group has persevered and kept its focus on overcoming challenges to meet these targets. Our performance up to 31<sup>st</sup> October 2021 is shown in the scorecard table below.

Goals	FY2021 Target	FY2021 Performance
 <b>Effective and Efficient Operations</b>	 <b>EcoWorld International UK</b>	
	Target all schemes to achieve a Considerate Constructors Scheme (" <b>CCS</b> ") score of 38 and above  90% of all construction waste diverted from landfill	<div>            EWI UK achieved an average CCS score of 43 across all projects assessed in FY2021         </div> <div>            100% of all construction waste diverted from landfill         </div>



### Increasing Economic Resilience



#### EcoWorld International UK

60% of all supply chain procurement contracts signed in FY2021 by value to be with UK Local Companies



81% and 75% of EcoWorld Ballymore and EcoWorld London's procurement contracts were awarded to the Local Companies respectively

50% annual procurement spend on SMEs



59% of EcoWorld London procurement spending on SMEs

Supporting/creating at least 3 local enterprises



Supported three local social enterprises in London namely, Battersea Cats and Dogs Home, East End Women's Museum and Studio 3 Arts



### Ensuring Social Equity



#### EcoWorld International UK

80% of employees to receive training  
Target for no greater than 23% turnover in employees



100% of employees  
FY2021 turnover rate was recorded at 28%

Achieve at least 90% likelihood for Customers to recommend EcoWorld to a friend or family



Achieved 93.8% based on In-house Research benchmark report



#### EcoWorld International Australia

80% of employees to receive training  
To achieve less than 5 defects for 80% of the apartments handed over for the first 12 months



100% of employees  
West Village and Yarra One recorded less than 5 defects for 95% and 84% of apartments respectively



#### EcoWorld International Malaysia

80% of employees to receive training  
Target for no greater than 13% turnover in employees



80% of employees  
FY2021 turnover rate was recorded at 25%

- ● ● Excellence performance
- ● ● Moderate performance, minor setbacks encountered
- ● ● Poor performance, major setbacks encountered

## ECOWORLD INTERNATIONAL'S COMMITMENT TO THE UNSDGs

### VALUE CREATION PROCESS

Guided by our vision and mission, EcoWorld International's sustainability approach focuses on improving the quality of life of our stakeholders by safeguarding their well-being as well as creating meaningful and long-term impact. The illustration below highlights the key business inputs and outputs, forging linkages and interconnectedness between the financial and non-financial aspects of EcoWorld International's operations.

#### KEY INPUTS



##### Financial Capital

Beginning of FY2021  
Shareholders' Fund: **RM2.7 billion**  
Cash and cash equivalents: **RM284 million**



##### Manufactured Capital

Development sites and properties



##### Human Capital

FY2021 workforce of **188 employees**  
All site workers receive health and safety awareness training



##### Intellectual Capital

EcoWorld London digital transformation initiatives



##### Natural Capital

Implementation of comprehensive management system for building's waste and energy use



##### Social & Relationship Capital

Partnership with Royal Botanic Garden, Kew to deliver Community Learning Programme  
Responsive stakeholder engagement with communities along with our Customers, investors, supply chain and employees



Propelled by our

#### VISION

Creating Tomorrow & Beyond



Directed by our

#### MISSION

#### Our Operations

##### Strategic development and planning

We acquire land and properties situated in central locations that enable us to satisfy and attract Customers.

##### Exceptional design

Using our in-depth industry knowledge, we strive to design and develop innovative homes for the future that resonate with Customer expectations.

##### Market-leading Customer service

We uphold high levels of Customer service at all stages of development to safeguard Customer satisfaction and brand reputation.

### 'ECO' in EcoWorld

Changing the world one community at a time



Exceptional  
Environment



Connected  
Community

### Sales and marketing

We continuously develop prolific marketing techniques to improve brand reputation and recognition as well as deliver strong sales results.

### Efficient and innovative construction

We construct top tier homes through sustainable procurement practices, adoption of latest construction methodology and ensuring highest standards of health and safety at construction sites.



**Outstanding Organisation**

## OUTPUTS

### Financial Capital

FY2021

Sales: **RM1.377 billion**

Dividend payout: 6 sen per ordinary share amounting to **RM144 million**

### Manufactured Capital

Future revenue: **RM1.2 billion**

### Human Capital

Implemented EcoWorld COVID Vaccination Programme

Establishment of the Equality, Diversity and Inclusion Network  
**30%** female representation on Board of Directors

### Intellectual Capital

Fully integrated Customer Relationship Management system which can assign leads and record sales from reservation to exchange

### Natural Capital

Reduction in emissions/energy consumption

**100%** of construction waste diverted from landfill

### Social & Relationship Capital

**81% and 75%** of EcoWorld Ballymore and EcoWorld London procurement contracts were awarded to the Local Companies respectively

**Gold Award** for Customer satisfaction by In-house Research Ltd

## OUTCOMES

- ⇒ We focus on cash generation in FY2021 which has resulted in:
  - RM500 million cash being generated from operations following completion of our Australia projects.
  - RM299 million dividends received from the completion of EcoWorld Ballymore projects.
- ⇒ During FY2021, EWI have successfully handed over 700 units in UK and Australia to purchasers which is envisaged to bring long-lasting positive impact to our residents and community.
- ⇒ We maintained a strong work force throughout FY2021 by creating job opportunities and a strong training programme for employees.
- ⇒ EcoWorld London has commenced its digital transformation initiatives to develop a long-term digital platform and infrastructure to unlock business opportunities and automate systems for cost optimisation and sustain business continuity.
- ⇒ We place great emphasis on the decisions made through all project phases, from material and design choice to operations and handover, to minimise our environmental and carbon footprint.
- ⇒ The continuous engagement we have with our suppliers and surrounding community has allowed EWI to remain resilient to disruptions in the supply chain and local economies.



# KEEPING THE ENVIRONMENT PRISTINE

Lobby, Wardian

39% of global energy and process related carbon dioxide emissions are consumed by buildings and emitted during the construction of buildings. As a property developer, we recognise the need to modernise and innovate, to design and plan our properties to reduce our environmental impacts. EcoWorld London is ISO 14001 certified, ensuring our environmental management systems comply with industry best practices.

## WARDIAN - WHERE ENVIRONMENT AND DESIGN MATTERS

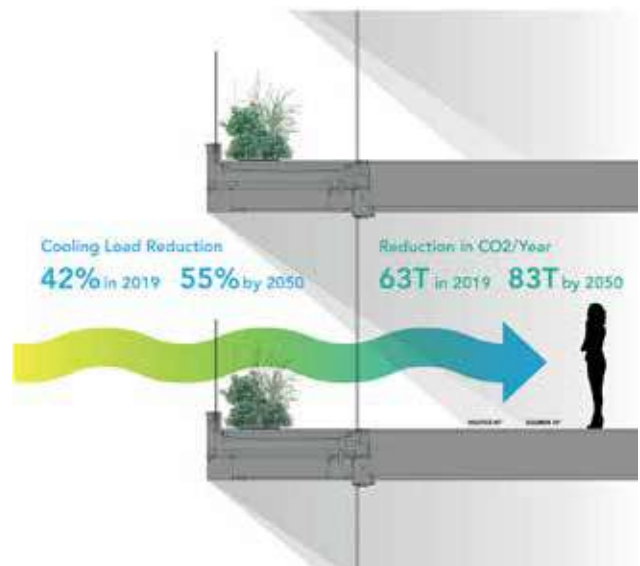
Comprising two residential towers, Wardian's design champions botanically inspired living. The entire project puts 'Green' at the forefront, from the grand lobby to its bedroom apartments and rooftop observatory. Characterised by its unique eco-concept, Wardian has set a new standard when it comes to creating a private green haven for each resident.



Wrap around balconies that provide shading to the interiors helping with 94% compliance with Building Research Establishment (BRE) guidance on daylight whilst minimising overheating.



Cooling load reduction estimated at 42% in 2019 - compared to 'business as usual' - with anticipated reduction to continue over time with decarbonisation of the grid.



Wardian's well thought through design differentiates it from the competition in the area.



### Design Considerations



⇒ Compact form and highly efficient wall to floor ratio



⇒ Durable and long lasting materials



⇒ Responsibly sourced materials as part of BREEAM requirements



⇒ Separate waste collection for general waste, mixed recyclable and organic



⇒ Smart systems - motion sensors and astronomical clock lighting controls



### Building Features



⇒ Operable windows



⇒ Mechanical Ventilation with Heat Recovery ("MVHR") for every dwelling



⇒ Energy efficient lifts



⇒ Organic waste bins provided in every kitchen

## KEEPING THE ENVIRONMENT PRISTINE

### SUSTAINABLE DESIGNS

EcoWorld International's property designs prioritise end-users' well-being and anticipate changes in the way people live, work and communicate. Its architects, engineers and planners shape buildings and cities to advance sustainable development.



ECOWORLD INTERNATIONAL UK

All of EcoWorld Ballymore projects' commercial spaces have received Building Research Establishment Environmental Assessment Method ("BREEAM") certifications upon practical completion. BREEAM assesses developments based on their environmental, social and economic sustainability performance standards. EcoWorld Ballymore is in the process of developing targets for energy use. We have been comparing developments by EcoWorld Ballymore to define a baseline from which our targets and time scales will be determined. Our properties at EcoWorld Ballymore and EcoWorld London comply with the Code for Sustainable Homes.

#### Design features to reduce carbon footprint

In EcoWorld International UK, we account for proximity to public transport facilities when selecting sites for acquisition. We improve access to public transport for our properties during the design and development phase to encourage residents to use public transport thereby reducing carbon emissions and the number of cars on the road. All EcoWorld International UK development projects are within close proximity of a train, tube station, or local bus routes which allows for a convenient daily commute for our residents.

In terms of energy efficiency, each EcoWorld Ballymore development has systems to monitor energy efficiency including gas, electricity and water use. In addition to improve monitoring measures, smart meters were installed at London City Island, Embassy Gardens and Wardian. The smart meters are maintained annually by service providers. At EcoWorld London, our apartments under APO Group have been installed with heat meters and smart meters to monitor heating, water and electricity use. The data from the meters are sent to a collection centre in Germany where we receive feedback and recommendations on ways to reduce usage.

#### Low Carbon Design/Embodied Carbon

Wardian's overall energy strategy is based on a dedicated onsite energy centre which, although based on the Combined Heat and Power ("CHP") engine, helps to reduce heat transfer loss and achieve a reduction of around 30% CO<sub>2</sub>e for the majority of apartments.

At the time of concept design, embodied carbon emissions were not a key design consideration as they are today. However, several design decisions and features have resulted in significant carbon reductions. As a result, Wardian's estimated CO<sub>2</sub>e/m<sup>2</sup> of 800kgCO<sub>2</sub>/m<sup>2</sup> is significantly better than a typical building of this type. The result has provided the team with a valuable lesson in where the most impactful measures can be taken for future projects.

The following decisions in the Wardian design process were critical in reducing its carbon footprint:



Re-use of pre-existing basement excavation and substructure including retaining the pile wall from a lapsed commercial scheme (estimated reduction of 14%).



Basement reduced by half a level by using compact automated parking system (estimated reduction in structural carbon of 7%).



Post-tensioned (PT) floor slabs were used instead of traditional reinforced concrete, reducing concrete volume by 6%.



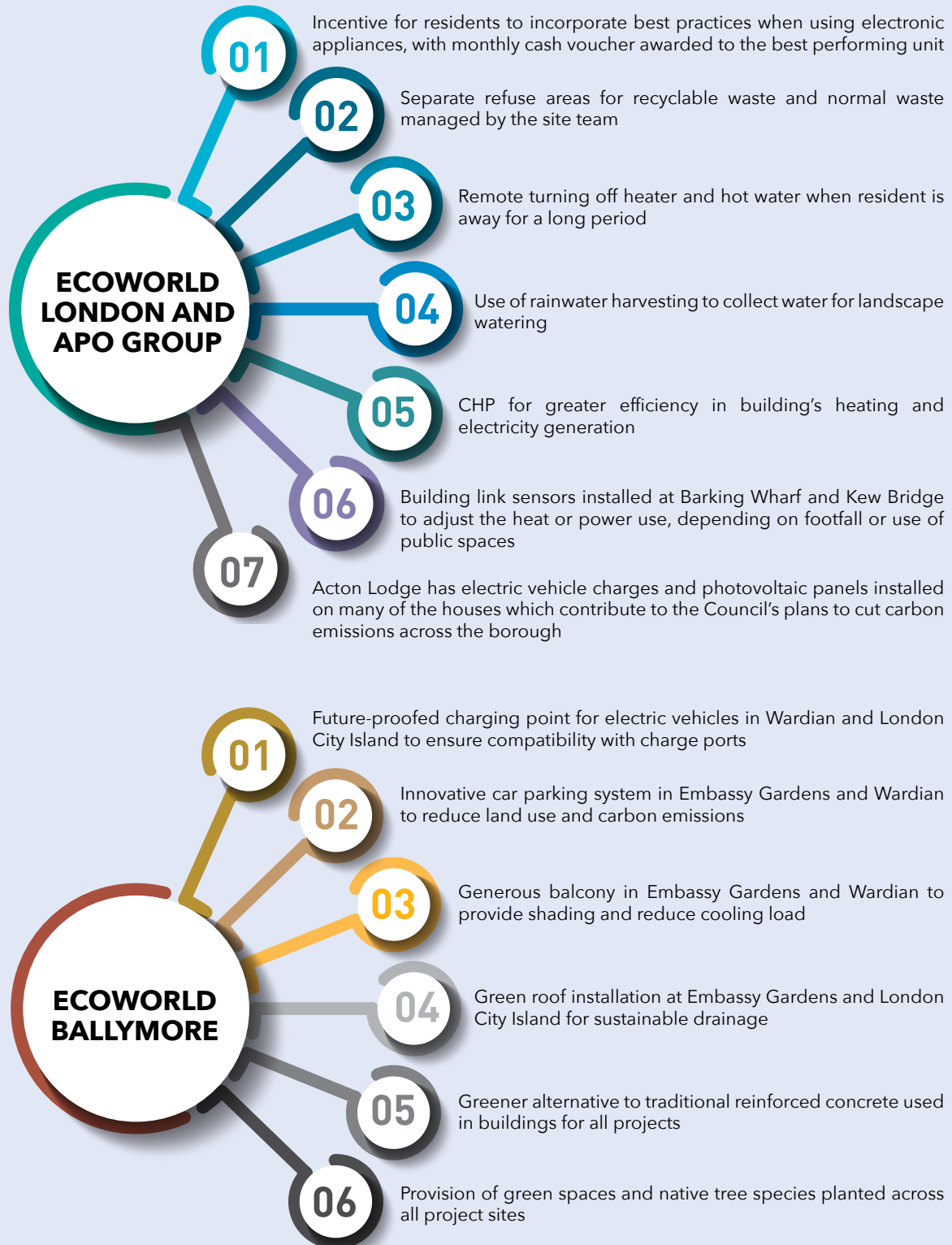
Estimated reduction in embodied structural CO<sub>2</sub> compared to scenario where the above measures would not have been taken.





## ECOWORLD INTERNATIONAL UK

Sustainable features and initiatives have been implemented across EcoWorld London, APO Group and EcoWorld Ballymore projects to improve the operational efficiency of our buildings.



## KEEPING THE ENVIRONMENT PRISTINE



ECOWORLD INTERNATIONAL UK

### Embassy Gardens: Urban Regeneration Project

Located in Nine Elms, Embassy Gardens represents one of EcoWorld Ballymore's most innovative incorporation of sustainable elements for its residential development. We took a 'Fabric First' approach to the façade design, where the material and design selection is prioritised to ensure optimal insulation and ventilation performance. Green roofs have also been implemented on buildings across Embassy Gardens to facilitate sustainable drainage as well as provide a natural aesthetic to the rooftop façade.

We envision Embassy Gardens to serve as a vibrant and sustainable community centre for residents and the wider public for many years to come. To maintain the success of Nine Elms' regeneration

effort, our project decisions were made to provide value to the residents and public, which includes:

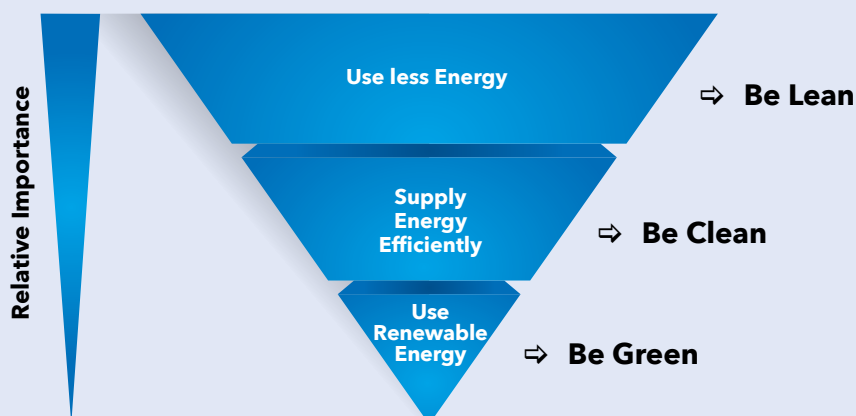
- Generous pathway on Linear Park to promote safe walking and cycling
- Retail and commercial spaces for business and employment opportunities
- On-site community centre and events
- Access to wellness facilities
- Generosity in balcony provision, a key feature of Embassy Gardens
- Biodiversity - natural pond and wild planting



Linear Park, Embassy Gardens

### Carbon reduction initiatives

Embassy Gardens has adopted the following design approach which is in line with the London Plan Energy Hierarchy:





## ECOWORLD INTERNATIONAL UK

**BE LEAN** - Through sensible design of the building using energy efficient measures. These include reduction to Fabric U-Values to reduce heat loss from the building, improving air permeability to reduce infiltration into the space and Presence Detection used in communal corridors which will reduce energy consumption by approximately 60%.

**BE CLEAN** - Through the use of energy efficient building services. As part of the planning obligations for the wider Nine Elms which aims to be energy efficient, Embassy Gardens will connect to the US Embassy's CHP to achieve the required carbon reduction as outlined within the London Plan. As a result, Embassy Gardens

is expected to achieve an estimated carbon emission saving of 36.5% from the benchmark of 1,839,982 kgCO<sub>2</sub> per year, with reference to the 2010 Part L of the Building Regulations.

**BE GREEN** - Through sustainable drainage systems ("SuDS") via blue, green and brown roofs. SuDS are drainage solutions that provide an alternative to the direct channeling of surface water through networks of pipes and sewers to nearby watercourses. By mimicking the natural drainage regimes, SuDS aim to reduce surface water flooding, improve water quality and enhance the amenity and biodiversity value of the environment.



## ECOWORLD INTERNATIONAL AUSTRALIA

Sustainable designs have been incorporated throughout West Village to minimise its environmental impacts and improve efficiency. Recycled water is sourced for irrigation of the project landscape. A sustainable procurement approach is adopted throughout the construction phase where specific supplies or products deemed eco-friendly are ordered. The construction materials are reviewed by the Quality and Compliance Department prior to being used in the project, including consumables, materials, hire equipment, machinery and site establishment.

EcoWorld International Australia also benchmarked Yarra One's sustainability performance against the Green Star rating system. Green Star provides ratings of buildings in nine (9) areas which include: Management, Indoor Environment Quality, Energy, Transport, Water, Materials, Land Use & Ecology, Emissions, and Innovation. Yarra One has implemented sustainability features including the Tesla Green Car Share programme, rooftop solar array panels, rainwater harvesting and a recycling system.

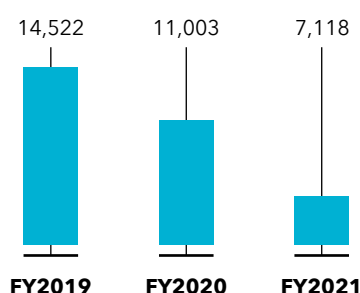
## WASTE MANAGEMENT

At EcoWorld International, we understand the importance of proper waste management as well as waste reduction and recycling. We continuously look for innovative ways to build with materials that is sustainably sourced, environmentally sound, and decreases waste sent to the landfill from the construction sites.

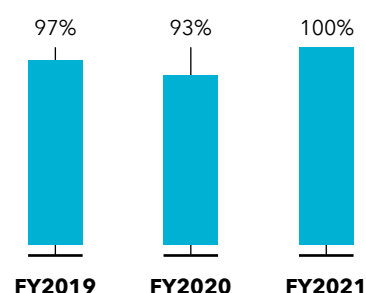
The amount of waste generated by our offices and sales galleries of EcoWorld International Malaysia and EcoWorld International Australia was negligible due to closure of offices and sales galleries during lockdown and construction of our Australia projects have been completed. Hence, no waste data was recorded for this reporting period.

Therefore, the data is focused on construction waste from EcoWorld International UK as it is our primary source of waste generation for FY2021. The following bar charts illustrate the waste generation at construction sites as well as the amount of waste diverted from landfills:

Total Waste Generation (Tonnes)



Proportion Diverted from Landfill (%)

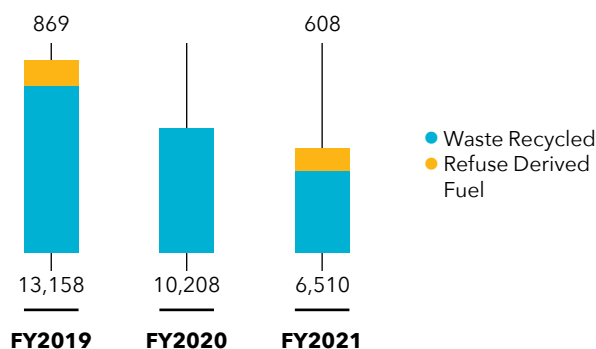


Data for FY2020 excluded Barking Wharf's total waste generation of 195m<sup>3</sup>.

## KEEPING THE ENVIRONMENT PRISTINE

A 39% decrease in construction waste generation was observed across the Group for FY2021, due to the lower activity levels following completions of Yarra One and West Village in EcoWorld International Australia. Additionally, we have achieved 100% diversion of construction waste from the landfill in the year under review, meeting EcoWorld International UK's annual target of diverting at least 90% of our waste from landfills. We accomplish this feat through a combination of conventional recycling, as well as converting waste such as municipal and cardboard packaging into Refuse Derived Fuel ("RDF") to generate electricity.

Amount of Waste Diverted from Landfill (Tonnes)



Note: The RDF data was not recorded for FY2020 due to a prolonged lockdown in UK which had affected the collection of data.



### ECOWORLD INTERNATIONAL UK

EcoWorld London has implemented a design brief which is used by our architects as a guide to assess their work. This includes due diligence which involves completing pre-qualification questionnaires about efforts made during the design phase to minimise waste generation. Across all of our projects, the waste generated is managed by third-party experts. Monthly and quarterly

inspections and audits are carried out at sites to verify the amount of construction waste collected. In EcoWorld International UK, we have maintained our annual target of diverting at least 90% of our waste from landfills. We are progressing to evolve our data collection methods to include full impact and reduction to landfill of both excavation and demolition waste.

## CLIMATE CHANGE

EcoWorld International recognises that it needs to develop a strategy to guide how it will approach zero carbon across our development programme and management activities and that we must start this journey immediately. Efforts to mitigate climate change include lifestyle costing and whole-life carbon modelling, to reduce carbon emissions from operational resource use. These are key considerations in the pipeline for some of EWl's projects as we recognise the urgency of climate change mitigation.

### Electricity Consumption

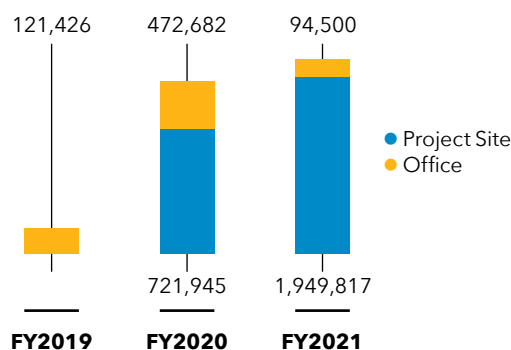
As a conscious property developer, we realise the need to decrease our carbon footprint and emissions.

In FY2019, the electricity consumption for project sites in EcoWorld International UK and EcoWorld International Australia has not been included in the reporting because a tracking system and process was not available at that point of time. For FY2019 reporting, the electricity consumption data includes our offices in Malaysia and Australia only.

In FY2021, we improved our method for data collection to better understand the Group's climate impact. Our carbon disclosure for this reporting period incorporates energy use for six (6) project sites of EcoWorld London namely, Oxbow, Acton Lodge, Two Bridges, Millbrook Park, Kew Bridge and Barking Wharf.

The chart below shows an increase in the electricity consumption for project sites in FY2021 as compared to FY2020 because only one (1) project site, namely Kew Bridge has been included in FY2020 reporting.

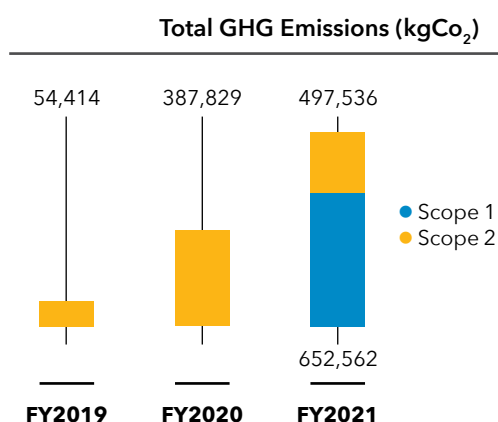
Total Electricity Consumption (kWh)



The electricity use of the offices has dropped by 79% in FY2021 as compared to FY2020 because energy consumption of the EcoWorld International UK's office has not been included in the reporting as a result of the inability to obtain electricity data from the landlord. In addition, the electricity consumption of the offices and sales galleries in EcoWorld International Malaysia and EcoWorld International Australia has dropped due to various lockdowns.

## Greenhouse Gas ("GHG") Emissions

As part of our improved GHG emissions disclosure and data collection, we began tracking fuel consumption to record our Scope 1 GHG emissions for the project sites of EcoWorld London while Scope 2 emissions covering offices in Malaysia and Australia to provide more clarity on our performance. We track our carbon footprint in Scope 1 and Scope 2 emissions in accordance with the UK Government GHG Conversion Factors 2020 and Harmonised Grid Emissions Factor 2019 data set by the United Nation Framework Convention on Climate Change (UNFCCC).



*Scope 1: Direct GHG emissions from sources that are owned, such as company-owned machineries.*

*Scope 2: Total CO<sub>2</sub> emitted refers to indirect emissions from purchased electricity using the location-based market-based methods.*

The fuel data has been derived from diesel consumption at our project sites for our machinery. The total diesel consumption which amounts to 242,768 litres which was translated into total Scope 1 GHG emissions of 652,562 kgCO<sub>2</sub> for FY2021.

In the FY2020 Sustainability Report, the carbon emissions were computed based on the conversion factor of the 2017 CDM Electricity Baseline for Malaysia. As we have adopted a different conversion factor to compute carbon emissions this year, the total GHG emissions of 387,829 kgCO<sub>2</sub> for FY2020 disclosed in the above chart is different as compared to the corresponding carbon emissions disclosed in the FY2020 Sustainability Report.



**ECOWORLD INTERNATIONAL UK**

The Board plays an integral role in sustainability as they make key decisions in the operations of the Group. Climate risks and general environmental sustainability risks are often the main agenda during reviews and meetings. The Board also actively contributes their inputs to sustainability strategies.

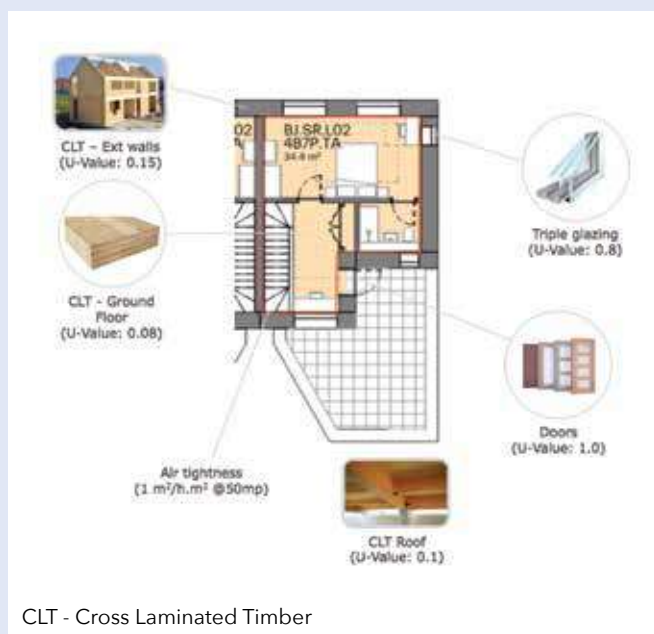
EcoWorld London's overarching strategy involves developing more sustainable materials for construction purposes as well as sourcing renewable energy for its operations. Less carbon-intensive and environmentally friendly methods of construction help to drive operational efficiencies. Initiatives currently undertaken include carrying out an early embodied carbon estimates and researching ways to replace cement as a building material.

Whilst mandatory requirements for net zero carbon on all developments are several years away, it is important that businesses take their own steps towards how this will be deliverable in the future. As part of the planning application submitted on the Aberfeldy Village (Oxbow) master plan at the end of October 2021, EcoWorld London has started this meaningful transition. Homes at Aberfeldy Village (Oxbow) have been designed to meet the London Energy Transformation Initiative Standards, where the materials used for construction include consideration for embodied carbon. Some of the homes are project to have a 78.9% carbon reduction over conventional homes and requires a carbon offset of 21% to achieve carbon neutral status. These first steps will help provide strong learning opportunities for EcoWorld International and a base for further evolution in our designs, costs and intentions to deliver more sustainable properties.

## KEEPING THE ENVIRONMENT PRISTINE



ECOWORLD INTERNATIONAL UK



### Key material consideration for Aberfeldy Village (Oxbow) project designs

The Group's climate efforts extend to EcoWorld London's construction sites, where green site office guides have been published with energy saving tips. We have also collaborated with the energy provider Planet First to supply renewable electricity for our sites. Our site teams strive to phase out conventional generator sets in our operations, while recommending that EcoWorld London's suppliers also transition to more energy efficient equipment where possible.

In addition to reducing embodied carbon during construction, we also implemented a tree planting programme as part of the EcoWorld Ballymore carbon offset initiative. London City Island saw over 250 trees planted throughout the estate, which amounts to approximately 15,000 kgCO<sub>2</sub> sequestered annually.

### London City Island

#### Environmental Impact

- 250+ of trees planted - 15,000 kgCO<sub>2</sub> absorption per year
- 8,900sqm of green/brown roof planted
- Ecology improvement by introducing native planting around the development
- 120 car charging points installed
- 50% Ground Granulated Blast Furnace Slag ("GGBS") used in concrete for cultural buildings to reduce CO<sub>2</sub> by half
- Approximately 52% GGBS used in vertical elements of concrete used in the precast facade panels for the residential buildings



#### Key materials

- CLT external walls
- Triple glazing with aluminium/timber composite frames
- Reinforced concrete piling
- Timber stairs
- CLT floors slabs
- CLT roof + glulam beams



#### Other considerations

- Reduced volume of reinforced concrete for substructure due to weight reduction
- Very high levels of air tightness
- Thermal bridging
- MVHR
- 7 PVs (445 Watts per panel)
- Window G-Value 0.5



London City Island



## ECOWORLD INTERNATIONAL AUSTRALIA

In line with the Australian government's pledge to reduce GHG emissions by 30% in 2025 from a 2020 baseline, EcoWorld International Australia will take steps to ensure contractors who are appointed to

implement the company's projects have a robust procurement policy that will take into account GHG emissions.

### BIODIVERSITY AND GREEN INFRASTRUCTURE

Protecting and introducing biodiversity in urban environments is becoming increasingly important. The loss of biodiversity in urban spaces reduces air quality and other ecosystem services, integral to living in a healthy environment. The responsibility of building properties that safeguards the biodiversity of its surrounding environment lies with us.

We remain committed to ensuring biodiversity can thrive by creating urban green spaces in close proximity to our development where people and nature can coexist. EcoWorld London works with local authorities to identify areas of high biodiversity value in its planning application for new projects. The application will include establishment and support for mitigation measures for minimising any biodiversity impacts that may arise due to EcoWorld London's development.

Our Corporate Social Responsibility ("CSR") strategy outlines EcoWorld London's pledge to create positive biodiversity impacts by supporting community gardens through collaborative effort with local garden organisations. Events on raising biodiversity awareness is also a key area in the CSR Strategy. In FY2021, EcoWorld London held five (5) community garden events and at least 20% of all events hosted focused on biodiversity or community well-being.

In addition to the CSR strategy, EcoWorld London has incorporated biodiversity into the property designs for three (3) of its new development projects, namely New Road Triangle, Griffin Park and Acton Lodge. These residential developments have initiatives in their design to increase biodiversity to the surrounding area.

#### 1 New Road Triangle Initiatives

- ⇒ Wildlife friendly landscaping utilising plant species that have value to wildlife
- ⇒ The inclusion of water body/SuDS features within the proposed landscaping areas on site which is planted with native species
- ⇒ Installation of extensive green roofs on all suitable flat roof surfaces (including any small structures such as bin stores or recycle stores)
- ⇒ Provision of artificial bird nest boxes and bat boxes for house sparrow and black redstart and several bat species
- ⇒ Invertebrate habitat features

#### 2 Griffin Park Initiatives

- ⇒ Promote local ecology through the use of native seed and fruit bearing species
- ⇒ Attract pollinators such as bees and butterflies through the use of flowering, nectar rich species
- ⇒ Combine natural and ornamental species to enrich the planting mix and promote local biodiversity
- ⇒ Create new habitats to attract local fauna
- ⇒ Interconnect existing and proposed habitats of the site and its surroundings, where possible
- ⇒ Brown roofs that have added sustainability benefits such as reduction in urban heat island effect, provision of ecological habitats for fauna and flora, particularly where these roofs can replicate pre-existing ecological conditions and reduction in surface water run-off

#### 3 Acton Lodges Initiatives

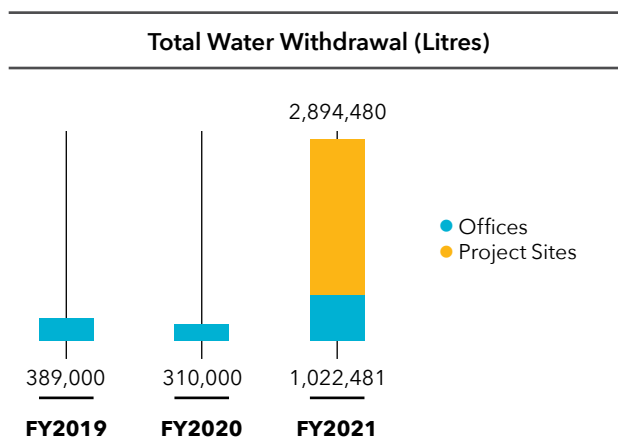
- ⇒ Nesting boxes are built into the façades of the town houses of Acton Lodge for bats and birds
- ⇒ Lay the ground of the play area with log piles to provide shelter to some of the smaller inhabitants such as beetles for garden wildlife

## KEEPING THE ENVIRONMENT PRISTINE

### WATER STEWARDSHIP

Water-saving initiatives during construction and in the design of properties are necessary to reduce the environmental impact of our operations. Both water withdrawal and discharge are KPIs with regard to protecting the natural resources in the region, especially those surrounding the construction site.

In addition to our offices in Malaysia and Australia, the scope for water withdrawal disclosures have expanded to include project sites of EcoWorld London in FY2021 as part of our initiatives to provide an insight of operational impact on water resources. The breakdown of the water withdrawal is outlined below:



While we have embarked on data collection of water withdrawal for our project sites of EcoWorld London, work is underway to put processes in place to improve accuracy and consistency of water reporting requirements across all the schemes.



#### ECOWORLD INTERNATIONAL UK

Water efficiency is critical for us as London is a water-stressed city due to its immense population. As a resource-conscious developer, EcoWorld London is planning a data collection method to record water withdrawal in an accurate manner for setting future targets and for reporting purposes.

At EcoWorld Ballymore, water conservation initiatives have been detailed in Warden's Environmental Management Plan. The plan details water conservation measures such as the usage

of water efficient fittings, usage of non-potable water such as rainwater or abstracted water and conducting regular inspections for leaks and drips. Besides these measures, we also carry out monthly readings of water consumption which is then graphed for easy interpretation for further action.

We will continue our monitoring efforts to identify potential improvements in water use and increase our water efficiency.

### MATERIAL MANAGEMENT

At EWI, we recognise that decisions around sourcing and managing materials for construction will impact the carbon footprint of the projects at hand. While design optimisation can reduce the amount of material required and cost, the practices and policies surrounding the procurement and management of materials help reduce the overall environmental footprint of the project.



#### ECOWORLD INTERNATIONAL UK

Throughout the design and planning phase, careful consideration was given towards the selection of materials used in all EcoWorld International UK ("EWI UK") projects. With the aid of consultants, we are able to identify materials that have less embodied carbon to be incorporated into our construction processes.

Additionally, GGBS was used as a cement substitute for our London City Island and Kew Bridge projects. GGBS is a furnace by-product from the iron-making industry, making it a green construction material in terms of embodied carbon compared to traditional concrete. GGBS constituted 50% of the cement mix for our cultural buildings, as well as 52% in the precast façade panels for residential buildings.



# ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

Aerial of London above Oxbow, East London

The challenges of the pandemic have shown us the true value of community spirit, teamwork and reaching out to those in need. As we continue to make progress on our sustainability journey, we will never forget that our success is made possible through the hard work and dedication of our amazing team. We remain devoted to keep our workforce engaged, retain quality talent by promoting a diverse and inclusive workforce as well as creating a platform for continuous learning.

## ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

The pandemic has brought dramatic changes to the way people live, work, spend and travel. Some of the changes are temporary while others will be long-lasting, especially those that can be replaced with digital alternatives. As a Group with an international presence, we have a diverse workforce with a range of individual attributes spanning a spectrum of different cultures, ethnic backgrounds, gender and age. To ensure the well-being and safety of our employees, we constantly review protocols at works and project sites and have implemented various measures to meet the requirements of the 'new normal'.



### AN AGILE WORKFORCE IS THE NEW NORMAL

#### EcoWorld COVID-19 Vaccination Programme

EcoWorld International Malaysia instituted new COVID-19 Standard Operating Procedures ("SOPs") in May 2021 during the Movement Control Order ("MCO") 3.0. The new SOPs provide updated guidelines for safe practices and protocols based on our accumulated knowledge and experiences from FY2020. These measures include a response plan for suspected or confirmed cases among our employees, as well as close contacts validation guide in line with the Ministry of Health.

Amid the rising numbers of COVID-19 cases, EcoWorld International Malaysia was in collaboration with EWDG in the implementation of the EcoWorld Corporate Vaccination Programme. Based on the programme, all employees of EcoWorld International

Malaysia including their immediate family members were inoculated and this had enabled the team to feel at ease returning to office when MCO was lifted.

In addition to the new SOPs, we provide the COVID-19 Antigen Rapid Self-Test Kit to employees. A leaflet is circulated with a video link to ensure its safe and proper use for more accurate test results, along with a Frequently Asked Questions section to answer any common queries about the test kits.

An online session on Nutrition and Dietary Therapy for COVID-19 Prevention by a certified medical practitioner was organised for our employees as an educational seminar on healthy eating habits that boost one's immune system.

## Working Remotely

The COVID-19 pandemic has accelerated our plans for digitisation and adopting new technology in the workplace. Restrictions in movement due to the lockdown was the catalyst for most of EcoWorld International UK's employees to commence working-from-home. One of the environmental benefits of remote working is eliminating the need of commuting to work. Fewer commuters and cars on the road will result in lower GHG emissions and air pollution.

In March FY2021, we sought feedback on working arrangements during the lockdowns from all EcoWorld International UK employees through an Internal Staff Survey. As a result, we implemented the 'Agile Working Policy' which aims to maintain work productivity while striking a work-life balance for all employees. The policy acts as an informal agreement between employees and their superiors, where both parties will agree upon the working arrangement of employees within reasonable expectations. Example of agile work implementations include flexible lunch hours, remote working or variable work hours.

The policy also encourages the use of technology to allow employees to remain flexible on our work arrangements such as cloud storage and Microsoft Teams. We will continue monitoring the implementation of the Agile Working Policy to adapt to new information or circumstances.

## Workplace Safety

Providing a safe workplace has always been at the forefront of our business priorities but became even more critical as the impact and consequences of COVID-19 infections become more apparent. We therefore need to ensure more emphasis is put on:

1. Minimising the chance of workplace infections
2. Protecting the health and well-being of our employees and supply chain partners
3. Operating in a manner that does not affect the health of our Customers and the communities we work in and around

EcoWorld International UK developed Return to Work ("RTW") protocols for project sites, corporate office and Sales & Marketing suites. The RTW protocols have been established and reviewed to reflect the requirements of governmental regulations and best practices. Compliance to these protocols is monitored by a dedicated COVID-19 consultant. We have also increased the frequency of 'Huddle' staff meetings to keep employees aware of any updates or changes to business operations in FY2021.



With working-from-home becoming a more normal practice the boundaries between work and home life have been blurred which may cause undue stress. To address this issue, we have maintained the Mental Health Ambassadors programme to highlight and educate people on the importance of mental health and how to cope with this working style. The network also provides our employees a channel to share their concerns and engage with accredited 'mental health first aiders'. We strongly encourage our employees to reach out to the ambassadors if they are experiencing any change in their mental health.

In May 2021, we organised a 'Mental Health Awareness' week to discuss and draw attention to the importance of mental well-being. As part of the programme, employees were encouraged to explore the outdoors and break the monotonous work-from-home routine. A competition was also held among employees involving nature photography and the winners were awarded with cash prizes each.

## ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

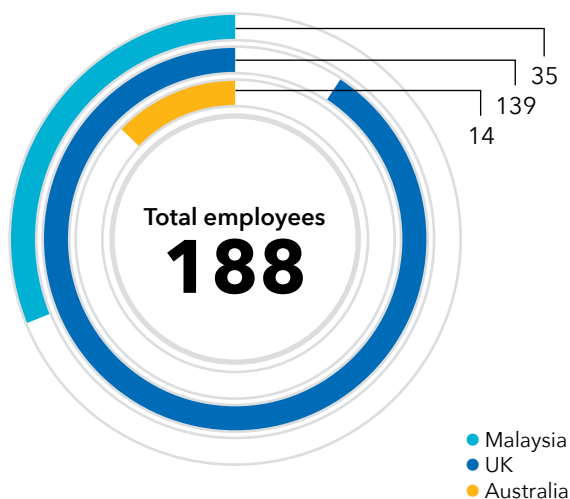
### DIVERSITY AND INCLUSION

We aim to provide a workplace that develops, engages and cares for its employees, and commits to driving productivity, employee satisfaction and talent retention for organisational excellence. Having a diverse workforce with employees from different industry and cultural backgrounds, exemplifies our core values of inclusion and diversity.

We are dedicated to push forward equality for all and to create a work environment where each employee has a full sense of belonging within Team EcoWorld. We are fully committed to the elimination of unlawful and unfair discrimination and value the differences that a diverse workforce brings to the company.

In FY2020, we created the Equality, Diversity and Inclusion ("EDI") Network for all employees of Eco World International, UK which serves as a platform to support and inform employees on EDI matters. Inclusion and diversity are fundamental to our culture and core values. Having a diverse business makes us more innovative and creative, which helps us better serve our Customers and communities. The creation of the EDI network is to push this philosophy and ambition forward which is critical during this unprecedented time of change and uncertainty.

#### Workforce Distribution

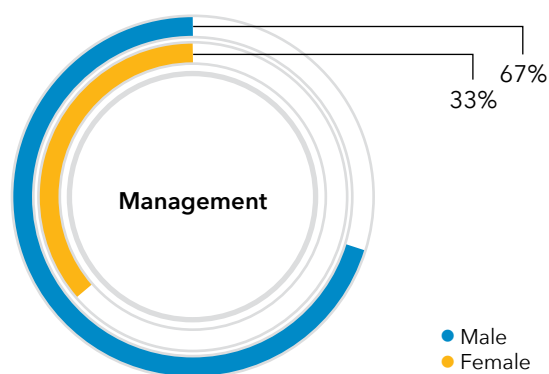


● Malaysia  
● UK  
● Australia

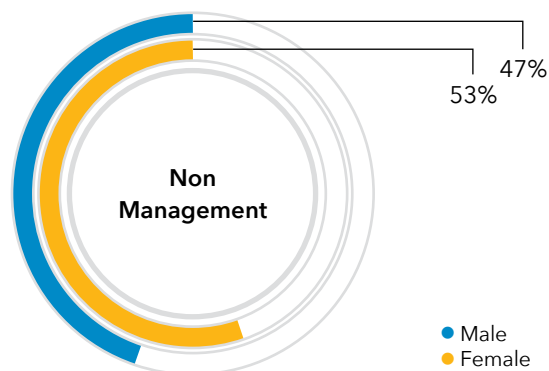
As at 31 October 2021, EWI employs 188 employees across the Group, with 73.9% employed in EcoWorld International UK as majority of the active projects are currently under its management. Only 2 out of the 188 employees are temporary workers, which constitutes 0.01% of our total workforce in FY2021.

Our workforce distribution in terms of gender, age and basic salary and remuneration is shown in the tables below.

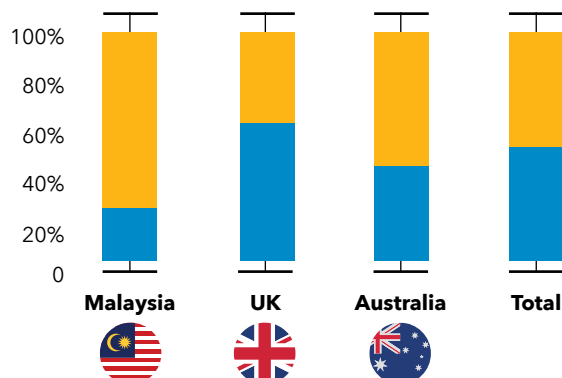
#### Employee Diversity (Gender)



● Male  
● Female

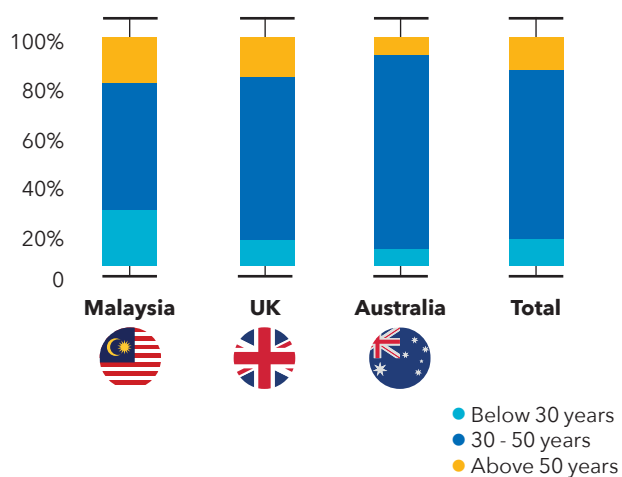
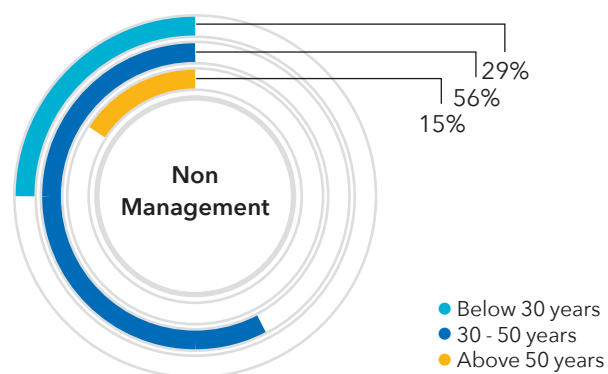
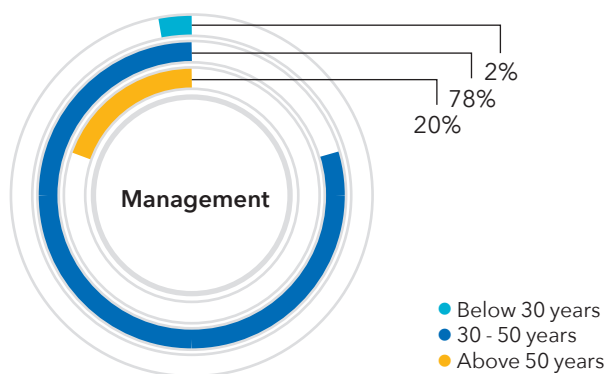


● Male  
● Female

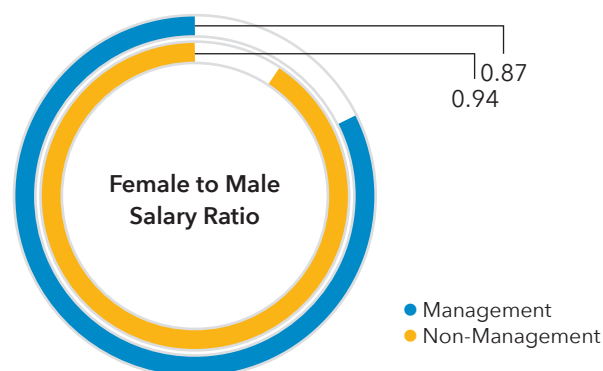


● Male  
● Female

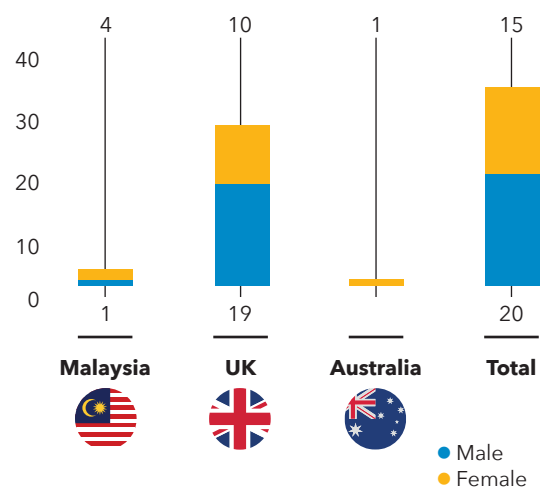
## Employee Diversity (Age Group)



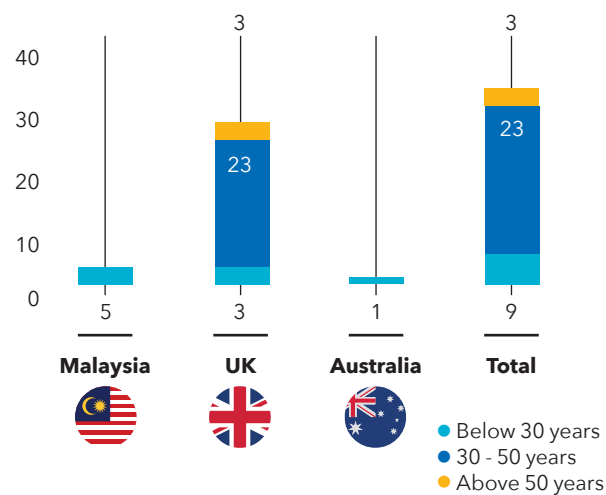
## Employee Equality (Ratio of basic salary and remuneration of female to male)



## FY2021 New Hires by Gender

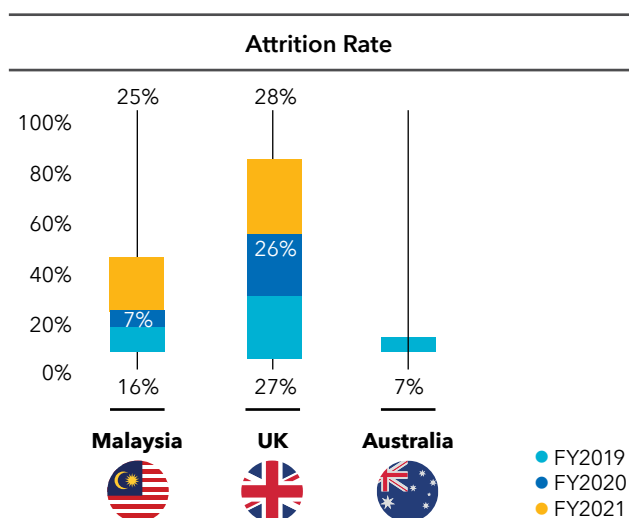


## FY2021 New Hires by Age Group

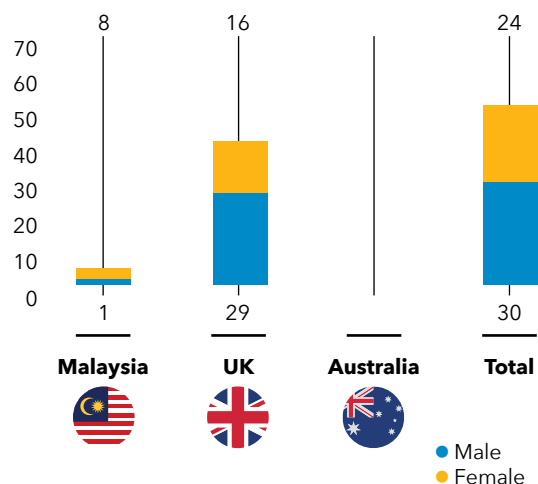


## ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

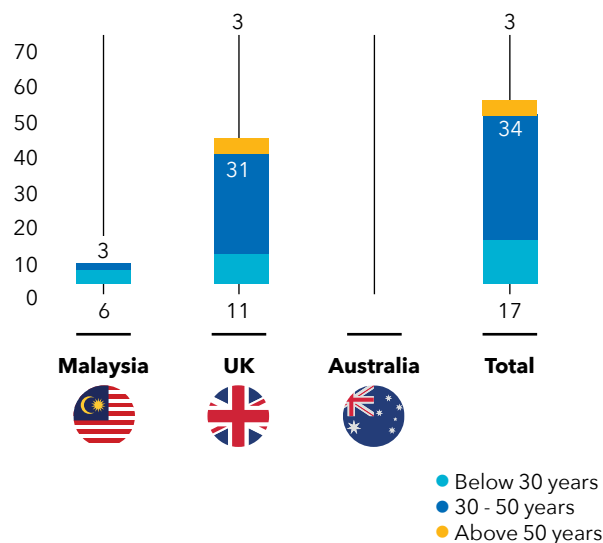
In order to combat the uncertainties of a prolonged COVID-19 pandemic, Management undertook a comprehensive review of costs to increase efficiency, ramp up productivity, implement cost control and reset overhead costs. These measures aim to lay a foundation for greater resilience and competitiveness for the Group going forward thus assuring the long-term sustainability of our business. Arising from such an exercise, employees turnover in EcoWorld International Malaysia and EcoWorld International UK has been high with an attrition rate of 25% and 28% respectively in FY2021.



### FY2021 Total Number of Resignations by Gender



### FY2021 Total Number of Resignations by Age Group






Marketing Suite at Kew Bridge (Verdo)



### Employee Benefits

We provide employees comprehensive remuneration packages in accordance to relevant law and regulations in Malaysia, UK and Australia, which includes but not limited to insurance coverage, medical benefits and overtime/duty allowances, where applicable, for full-time employees.




We also offer family benefits and welfare practices to support working parents within the Group. Eligible employees also receive extended childcare leave to care for their children in the event of sickness or family-related activities. In FY2021, five (5) male employees and eight (8) female employees utilised their parental leave, with 10 employees (five (5) male and five (5) female) returning after their parental leave ended. Of those that returned, all 10 remained in EWI's employment for more than 12 months thereafter.

Parental Leave Statistics						
	FY2019		FY2020		FY2021	
Number of employees that took Parental Leave	Male	Female	Male	Female	Male	Female
 Malaysia	1	4	-	3	1	2
 UK	1	-	-	-	4	4
 Australia	-	-	-	1	-	2
<b>Total</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>4</b>	<b>5</b>	<b>8</b>

Number of employees that returned to work in FY2021 after parental leave ended						
 Malaysia	1 100%	4 100%	-	3 100%	1 100%	2 100%
 UK	1 100%	-	-	-	4 100%	1* 100%
 Australia	-	-	-	1 100%	-	2 100%

Number of employees that returned to work after parental leave ended and continue to be employed 12 months after their return to work						
 Malaysia	1 100%	3 75%	-	3 100%	1 100%	2 100%
 UK	-	-	1 100%	-	-	-
 Australia	-	-	-	1 100%	-	2 100%

\* Remaining 3 employees due to return in FY2022

### Employee Development and Appraisal

EWI's focus is to attract new talent and nurture a team with diverse skillsets. With the appointment of a People Team Director in EcoWorld London, we are in the midst of developing a talent development programme for all personnel regardless of employment level. Our employee handbook entails the training and career development opportunities we provide to all employees. Our focus in human capital development is towards building a motivated, well-rounded and competent workforce.

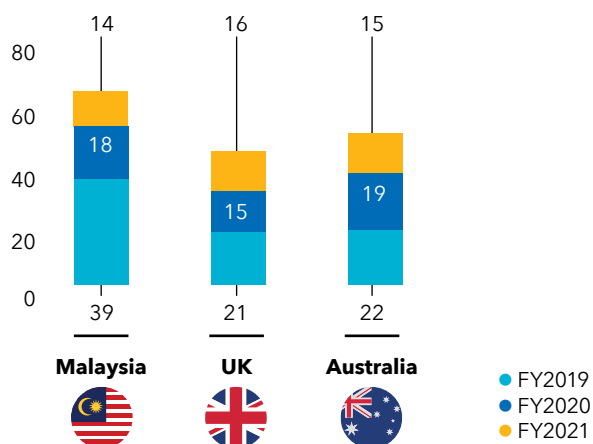
Given the limits on gatherings imposed during various degree of lockdowns in the three countries we operate in,

namely, Malaysia, UK and Australia, training sessions were largely conducted online this year. We are committed to creating a positive legacy by helping people to maximise their full potential.

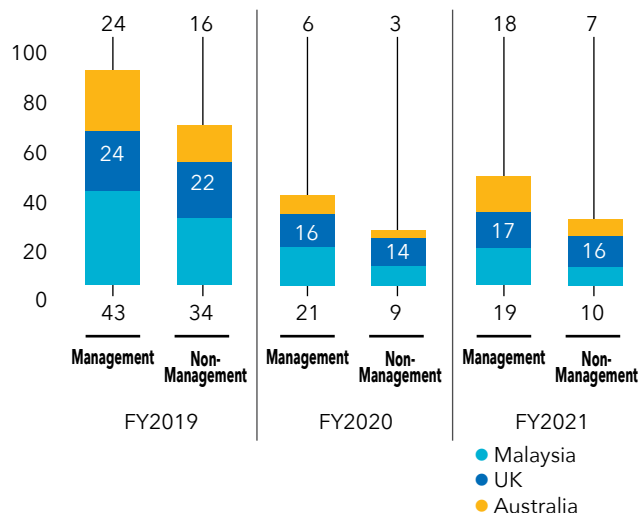
In FY2021, the Group invested approximately RM234,000 on training programmes. The total training hours for FY2021 was recorded at 2,954 hours across EWI, with an average of 16 hours per employee. Due to the limitations imposed by COVID-19 and difficulty for employees to attend training sessions during lockdowns, the average number of training hours for employees have decreased.

## ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

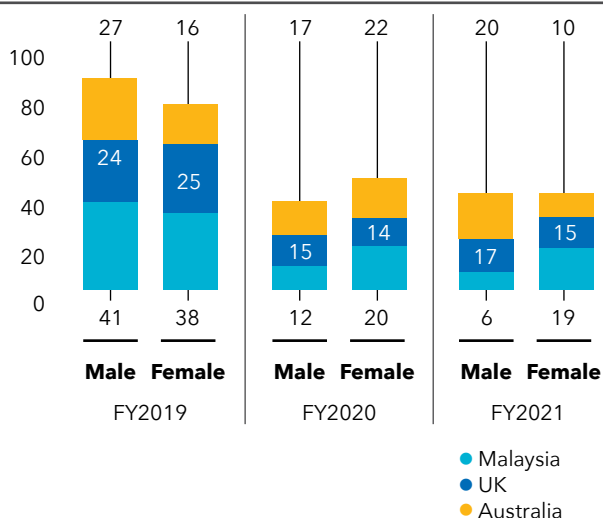
Average Training Hours per Employee



Average Training Hours by Employment Category



Average Training Hours by Gender



### World Environment Day 2021

In conjunction with World Environment Day 2021, EWDG organised Building for Generations, an EcoWorld virtual event which was held in June 2021. EWI participated in the event and shared our green building features and initiatives together with the social engagement programmes in cultivating the younger generations in saving the environment.

This virtual sharing session featured some green initiatives undertaken in some of the EcoWorld International UK projects and shared insights into the progress made in our sustainability journey over the years. For the event, guest speaker, Mr Faroze Nadar, the Executive Director of the UNGC Malaysia & Brunei was invited to share the United Nations' goals & aspirations on the broader ESG front.



**ECOWORLD INTERNATIONAL  
MALAYSIA**

An EcoWorld Women's Summit was held in conjunction with International Women's Day, to celebrate the social, economic, cultural and political achievements of women all around the world. We called upon our team to show their commitment to gender diversity and challenged them to call out on instances of inequality, biasness, and stereotyping. The summit had a great turnout of 260 attendees.





## ECOWORLD INTERNATIONAL UK

### Risk Assessment and Due Diligence

As part of EcoWorld International UK's corporate governance, its operations underwent risk assessment in FY2021 for potential issues in the treatment of employees. The gender-pay gap and ethnic diversity were identified as potential liabilities for the company. The importance of attracting new female employees as well as ethnic minorities has been highlighted to address the skill gap and ensure EWI remains competitive in the property development industry. Several solutions have been proposed to bridge the skill gap, including enhanced communication with ethnic communities as well as provision of training for all employees to promote skill development and talent growth among employees.

### LABOUR PRACTICES AND DECENT WORK

We are cognisant of our responsibility to create a conducive and safe workplace that prohibits unethical labour practices such as forced or compulsory labour. Our labour practices comply with the employment legislation in countries where we operate and are guided by international human rights principles as derived from the Universal Declaration of Human Rights, International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and Modern Slavery Act 2015. To ensure the risks of modern slavery and human trafficking facing our business are understood within our organisation, we have adopted various educational methods for employees in UK.

We will not tolerate bullying, discrimination, or harassment of any kind and will also not tolerate victimisation of a person for making allegations of bullying, discrimination, or harassment in good faith. In FY2021, EcoWorld London has launched Dignity at Work policy which aims to create a work environment where everyone is treated with dignity and respect and is free from bullying, discrimination, harassment and victimisation.

Dignity at Work policy applies to all employees, contractors, agency staff and anyone else engaged to work at or with EcoWorld London. EcoWorld London will provide training to all existing and new employees and others engaged to work at EcoWorld London to help them understand their rights and responsibilities under this policy.

In summary, our stance on non-discriminatory practices is made clear to new workers during induction and embedded in the following policies:



We provide equitable labour conditions to all site workers and employees from the moment they join EWI. All new hires at project sites and offices are given an employment contract to review during the recruitment process. Our commitment to reduce excessive work hours is compliant with relevant local laws on working hours, which is appended to the contract. In addition to working hours, we also adhere to the relevant minimum wage standards when determining the starting salary for employees such as Malaysia Minimum Wage, London Living Wage and Australian Minimum Wages. The starting salary is reviewed annually to ensure it aligns with the Minimum Wages (Malaysia and Australia) or London Living Wage whenever it is updated.

## ENSURING A DIVERSE AND INCLUSIVE WORKFORCE



ECOWORLD INTERNATIONAL UK

The emphasis we place on fair labour practices extends to our supply chain and the Sustainable Procurement Policy in EcoWorld International UK. In acknowledging our Sustainable Procurement Policy, our supply chain partners support the London Living Wage and non-exploitation of Zero Hour Contracts when conducting business with EcoWorld International UK.

### Grievance Mechanism

Should an employee have concerns, complaints or evidence indicative of unethical labour practices, we encourage them to use EcoWorld International UK's Grievance Policy and Procedure. The Policy is developed with reference to the Advisory, Conciliation and Arbitration Services Code of Practices and pledges to an unbiased investigation process while upholding the rights of all parties involved. A summary of the grievance mechanism process is outlined below.

**STEP 01** If possible, employees are to resolve the issue informally through discussion with line managers.

Should Step 1 fail, a formal grievance notice should be submitted in writing promptly with necessary information.

**STEP 02**

**STEP 03** A formal hearing will be held to review the evidence or justification for employee's grievances and a decision is made on a timely manner.

Employees can appeal against the outcome once and an appeal meeting will be held by a separate line manager.

**STEP 04**

It is important for line managers to be attentive to employee concerns as they are the first point of contact for employees. We encourage our managers to maintain an open-door policy as it facilitates constructive feedback and open employer-employee communication.

### Empowering the Underprivileged and Minority Groups

We continue to explore ways to promote social mobility across the varied demographics at EWI and especially for employees belonging to minority and marginalised groups. To achieve this goal, EcoWorld London is currently developing a Social Value Strategy as part of the Sustainability Strategy to assist minority ethnic groups and the communities encompassing spectrums of sexuality and gender. Through the creation of EDI network, EcoWorld London is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to EWL.

We have also committed to better disability access at our properties. Our UK offices are fitted out with disability access facilities.

- EcoWorld International UK - We designed all our properties at the outset to conform to disability access requirements throughout the estate. A number of apartments within each development also includes improved disability access as requested under each development's planning requirements.

### EWI and Labour Risk Management

Potential labour issues were incorporated in EcoWorld International UK's corporate risk assessment in FY2021. Our supply chain partners were identified as the main vulnerability for unethical labour practices occurring at the project site. Negligence and non-compliance by our partners may lead to insufficient vetting during the hiring process, resulting in illegal workers and modern slavery. Such incidents, once detected by government officials, lead to significant fines and harm EWI's reputation.

To rectify the issue, we have collaborated with our suppliers and labour agencies to identify risk areas for forced labour, to have greater control over our supply chain practices. As mentioned before, the Sustainable Procurement Policy was revised in FY2021 to reflect this and minimise EWI's labour risks.



## ECOWORLD INTERNATIONAL AUSTRALIA

EcoWorld International Australia maintains a Respectful Workplace Policy as well as an Anti-Bullying and Harassment Policy as part of labour rights initiative. These policies are consistent with our core values and Code of Conduct and Business Ethics and apply to all employees in our workplaces in Sydney and Melbourne and cover all interaction between employees, contract workers and third parties.

### OCCUPATIONAL HEALTH AND SAFETY ("OHS")

Across our operations, we are committed to minimising workplace hazards within our control and means. To ensure the Health and Safety ("**H+S**") of our contractors on the construction sites and that the office employees are protected, we implemented a stringent OHS Management System. Our Health, Safety and Environment ("**HSE**") Policy promotes a safe and healthy work culture throughout EcoWorld International and is available on the Group's website.

EcoWorld London has successfully transitioned to ISO 45001 Standards for H+S management of all projects where the company acted as the principal contractor. In line with these international frameworks, we will continue incorporating industry best practices to ensure OHS standards are upheld at all times. Our employee handbook is used to disseminate information on good health and well-being. External auditors are employed to review EcoWorld International UK's OHS management system and the audit report provides verification on whether the system procedures are effective and meet requirements of the standard.

Starting in FY2021, EcoWorld London has decided to reduce the number of 'self-delivery' projects and transition to 'Client only' projects, where professional construction managers will be appointed as the principal contractor on project sites. EcoWorld London will maintain continuous engagement with the managers to ensure workplace safety while leveraging their expertise during the construction phase. Our H+S manual will be amended to ensure the HSE procedures and assigned roles reflect the decisions made.

#### OHS Management Approach

For 'Self-delivery' projects where EcoWorld London maintains the role of principal contractor, a HSE Committee is implemented on each project. A quarterly HSE Forum is organised as a consultation forum for employees to discuss their development and implementation of HSE procedures. At these meetings, participants were encouraged to submit their concerns on H+S issues directly to the HSE Committee. Lessons learned and good HSE practices were also presented at the forums. We encourage all employees pertinent to the meeting agenda to be involved for effective consultation, with external stakeholder participation if needed. All information of interest to all relevant parties, both internal and external, are made available in a clear manner accounting for language, culture or literacy barriers.

Due to EcoWorld London's decision to transition away from 'Self-delivery' projects, HSE consultation forums are organised for pre-construction works only and not during construction. Our communication procedures will be reviewed and updated to account for these changes. The process includes employee engagement to obtain feedback on proposed changes and avoid miscommunication.

EcoWorld Ballymore implemented a H+S procedure based on the Construction Leadership Council guidance. The procedure leverages industry best practices and is regularly monitored to ensure the highest quality of HSE standards is maintained. To motivate our subcontractors, a health and safety awards programme was organised where subcontractors with the greatest H+S improvements were rewarded for their efforts.

Regular toolbox talks and weekly meetings are held by each project team to discuss and provide feedback on safety issues identified for the respective project. During the construction phase, daily briefings are organised onsite between contractor representatives to discuss any issues that may arise from work. Comment cards are also available on project sites for any individual to comment on concerns or provide helpful suggestions.

Top Management and the Board of EcoWorld London have oversight over all HSE-related matters in the company. The Head of HSE department provides reports to the Top Management and the Board on a monthly basis. The report includes any updates to management system procedures, information on inspections conducted as well as occurrence of incidents/accidents.

An annual H+S Management Review will also be reported to Top Management and the Board to provide details on performance, audit, and review of all procedures in line with the requirements of ISO 45001. H+S targets and objectives for EcoWorld London are then produced by its Top Management.

Similar to EcoWorld London, EcoWorld Ballymore maintains its own HSE Committee to oversee all relevant affairs. Periodic H+S meetings are held to discuss the company's approach to H+S management. The company's HSE performance is also reviewed on a monthly basis, with site visits and accident statistics recorded by package managers and site advisors. The meetings are complemented with report evaluations conducted by external consultants to rectify potential H+S issues identified.

## ENSURING A DIVERSE AND INCLUSIVE WORKFORCE

In addition, the Board of EcoWorld London and EcoWorld Ballymore appoint internal audit firm, Pricewaterhouse Coopers and BDO respectively, to review and assess HSE matters. PwC and BDO report directly to the Board of EcoWorld London and EcoWorld Ballymore respectively and Audit Committee of EcoWorld International.

### Risk Assessment and Method Statement ("RAMS")

For current projects, relevant trade contractors are required to complete a RAMS Register to identify high risk activities at least two (2) weeks prior to commencement of work at the project sites. The RAMS form is reviewed by EcoWorld International UK's site team before it is approved. Copies of the form will be displayed at entrances of project sites and provided to all workers onsite.

EcoWorld International UK Project Management team - through training, knowledge and experience, they oversee any high-risk activities required and ensure each trade contractor implements all safety protocols. Details of qualifications required by each project Management team are outlined in our H+S procedures. The competent person must also attend a HSE refresher course at least once every five (5) years. Future risk assessments under 'Client only' projects for EcoWorld London will fall under the purview of appointed principal contractors based on their own policies and procedures.

As part of EcoWorld's risk management process, the HSE committee maintains a list of high-risk activities collated from all RAMS programmes conducted. In consultation with experienced employees and ISO 45001 standards, the Committee determines the best method of action to eliminate hazards based on the hierarchy of control. The wearing of 5-point personal protective equipment ("PPE") is also compulsory when performing duties on EcoWorld London project sites. We strive to improve our risk management and control measures due to employees' high exposure to work-related hazards during site visits and inspections.



### HSE Training

EcoWorld London's Training Coordinator and the Head of HSE Department organises a series of H+S training programmes every year for employees. The amount and type of training programmes allocated to each employee is determined through a training matrix based on the training needs specific to one's role in projects. The scope of training matrix will be reviewed to align with EcoWorld London's new business direction of 'Client only' projects.

All new workers on site must undergo H+S briefings as orientation to EcoWorld International's safety standards and procedures. Orientation briefing is also provided to contractors and visitors before the start of any project works to inform them of site-specific safety hazards and rules. The briefing also verifies whether all site operatives have been issued a valid Construction Skills Certification Scheme card. Operatives who have been absent for more than four (4) weeks must attend an orientation refresher course to be updated with the latest rules before being allowed to work on site.

It is mandatory for site managers to be Site Management Safety Training Scheme certified and learn the best industry guidelines in risk assessment, control measures implementation and communication. Site managers must also be certified in first-aid for any potential emergency in the work area. These standards are also applicable to all agency site managers employed to run EcoWorld International UK projects.

### Safety Performance

The assessment of EcoWorld London's HSE performance has been instrumental in bolstering the confidence of our stakeholders. Each EcoWorld London project receives weekly site inspections conducted by HSE managers to evaluate the HSE practices implemented on-site. The inspection findings are analysed to generate a H+S score for each project. The inspections and scores are used by HSE department and forums to review the effectiveness of the EcoWorld London H+S management system. The Annual Management Review audit provides assurance for the accuracy of our performance data in FY2021.

HSE managers will continue to inspect the projects and collate monthly safety performance data such as total man hours worked and Accident Frequency Rate ("AFR"). A challenging AFR of 0.12 incidents per million man hours worked as compared to the Industry AFR benchmark of 1.23 will be set for the principal contractors who will be undertaking the delivery of the projects.

In FY2021, two (2) and four (4) reportable accidents have been recorded on EcoWorld Ballymore and EcoWorld London projects respectively. **There were no fatalities as a result of work-related injury recorded for the past three years up to FY2021.**

Project Sites	Total number of hours worked on site			Number of reportable incidents			AFR		
	2019	2020	2021	2019	2020	2021	2019	2020	2021
Millbrook Park	141,377	108,979	217,377	-	-	1.0	-	-	4.6
Kew Bridge	207,386	984,844	989,982	-	2.0	1.0	-	2.0	1.0
Barking Wharf	174,600	869,411	559,690	-	-	1.0	-	-	1.8
Aberfeldy Village	270,436	277,662	480,344	-	-	1.0	-	-	2.1
Two Bridges	-	18,478	70,810	-	-	-	-	-	-
Acton Lodge	-	29,245	47,821	-	-	-	-	-	-
Jubilee	-	14,356	135,072	-	-	-	-	-	-
London City Island	1,072,137	131,689	137,891	-	1.0	-	-	7.6	-
Embassy Gardens	1,219,935	831,650	514,805	-	-	2.0	-	-	3.9
Wardian	1,696,061	1,518,980	501,679	-	-	-	-	-	-
West Village	913,100	1,109,424	-	2.0	4.0	-	2.2	3.6	-
Yarra One	168,617	331,690	-	3.0	1.0	-	17.8	3.0	-
Total	5,863,649	6,226,408	3,655,471	5.0	8.0	6.0	2.22	1.35	1.34

As the construction of our Australia projects have been completed therefore no data is available for FY2021.

Average AFR is calculated by per million working hours, using the following formula: number of reportable incidents/total workhours x 1,000,000 hours.



## ECOWORLD INTERNATIONAL AUSTRALIA

Although there are currently no projects under construction, EcoWorld International Australia maintains and observes a strict OHS policy when it involves hazards on project sites. The principal contractor undertakes a Site Risk and Impact Assessment to identify potential safety hazards and implements measures to eliminate or reduce the risks in line with H+S legislation. This Risk Assessment is recorded in the OHS Project risk register maintained by the principal contractor. For each of our projects, we also monitor incident rate and benchmark them against the industry average.

EcoWorld International Australia employees are trained with the SafeWork Australia's construction induction course before entering any site. The course contains basic OHS knowledge and principles with risk awareness and management. PPE are mandatory for employees entering construction sites. Builders are required to provide ISO accredited H+S Management Plan before construction starts. EcoWorld International Australia had also employed an external safety auditor to monitor and submit OHS reports every two months with follow-up on any observed health hazards highlighted during the audit.



# CREATING A CONNECTED COMMUNITY

Residents event at The Claves, Millbrook

In achieving our vision of Creating Tomorrow & Beyond, we must keep the well-being of the communities who will be impacted by what we do at the forefront of all our endeavours. Whether it's the people who live on our developments and around them, supply chain or our employees, we are committed in creating homes and communities which have long-lasting positive impact.

## CREATING A CONNECTED COMMUNITY

We will work towards improving quality of life for our communities through incorporating community cohesion, providing affordable amenities and good quality homes which have access to nature and public transport as part of the scheme to transcend individual development and feed into the placemaking and regeneration of the wider area.

### KEW - CONNECTING ENVIRONMENT AND COMMUNITY

#### **Investing in Communities and providing opportunity for all through partnering with Royal Botanic Gardens, Kew ("RBG Kew") to deliver Community Learning Programme**

We champion the vision of Creating Tomorrow & Beyond and believe in being a caring and responsible organisation that actively gives back to society. Connecting people with nature is important as evidenced by the central role played by green spaces in our communities. Increasing research shows that there is a strong linkage between nature, well-being and sustainable communities.

Investing in communities in which we develop is a vital part of the EcoWorld London DNA and we are delighted to work in partnership with Royal Botanic Gardens, Kew to assist in delivery of Kew's annual Community Open Week and its Community Learning Programme.

Community Open Week is a seven-day event held in July 2021 that offered communities across London the chance to discover Kew Gardens and its incredible plant collections and scientific work, with learning programmes offered on and off-site. The programme is aimed to attract and engage new and diverse audiences, including those from low income and under-represented groups. This is in line with our approach to provide opportunity for all through mitigating barriers that the disadvantaged face to gain opportunities to grow.

The partnership supports activities such as online music and nature workshops, school engagement programmes, and provide 2,500 admission passes for pupils at high-needs schools in Hounslow to visit Kew Gardens with their families.

We will also be working in partnership with RBG Kew to deliver educational assemblies on the importance of plants and on careers in science at local schools i.e. Green Dragon Primary and Isleworth & Syon. RBG Kew will also contribute to the ongoing works at Green Dragon Primary School to support the delivery of inspirational learning in the outdoor wooded learning area.



Nivene Powell, Head of Communities (EcoWorld London); Cheong Heng Leong, CEO (EcoWorld London) and Julia Willison, Head of Participation & Learning (RBG Kew) at Kew Gardens

## CREATING A CONNECTED COMMUNITY



Public art and vegan market at Goldsworth Road, Woking

### **Creating Enterprising Communities through transforming vacant site at Goldsworth Road, Woking into a new pop-up community and events space**

As we are mindful of the role and place we will have in the community even before we start work on developments, EcoWorld London partnered with Ethical Vegan Events, and co-hosted our first vegan market at 32 Goldsworth Road, being a development where we are currently progressing with pre-planning applications.

The markets were held on 14 August 2021 and a summer night market on 26 August 2021 where a range of local and small businesses serving up hot food, drinks, artisan goods, along with live music and DJs. Visitors tucked into delicious food from traders including Unity Diner, one of London's biggest non-profit vegan diners, The Grizzly Vegan,

Ollo Foods, The Vegan Street Diner and vegan ice cream makers, The Rolling Coconut. The market also featured several Woking-based businesses including Binary Botanicals which served their gluten-free botanical beers, Eden Greens Urban Farm and local coffee roasters, Cannon Coffee Roasters.

The vacant site has transformed into a new pop-up community and events space for Woking that will be insitu until November 2022. Woking residents might have already seen the new colourful murals along Goldsworth Road created by artists Baker & Borowski as part of their Graphic Rewilding series, incorporating flora from the local area. For the summer night market on 26 August 2021, the space transformed further with a pop-up park for the community to play, hang out and relax, allotment planters and areas for events.

As we are committed to create local job opportunities and helping local enterprises to start up and grow, EcoWorld London invited local organisations and businesses to provide ideas and collaborate on future events. We are also committed to supporting local businesses and organisations such as the charity Useful Wood Company, which teaches the unemployed community woodworking skills, and have been commissioned to build all the street furniture and planters for the space. Leftover food from the markets were donated to the York Road Project, a local charity supporting homeless people in Woking.

## HEALTHY AND SUSTAINABLE COMMUNITIES

Driven by our corporate of "Creating Tomorrow & Beyond", we believe that to build sustainable cities, urban development and community building go hand-in-hand. EWI spends time and resources to support and engage with communities that are in need and create opportunities that will further enhance community well-being in the long-term.



### ECOWORLD INTERNATIONAL MALAYSIA

All CSR activities conducted by EcoWorld International Malaysia were in collaboration with EWDG through EcoWorld Foundation. The Foundation addresses social shortcomings in local communities through three approaches: education and literacy, health and well-being, and poverty and lack of basic infrastructure. For this reporting period, more emphasis has been placed on providing assistance to underprivileged groups who are disproportionately affected by COVID-19.

The key focus of the EcoWorld Foundation lies in providing educational opportunities through its Students Aid Programme ("SAP"). In FY2021, additional support was provided to families under the SAP, where food vouchers worth RM155,000 were distributed to 155 families as well as eight (8) shelter homes for orphans and special needs individual. The initiative was conducted in collaboration with 99 Speed Mart who provided rebates on the vouchers purchased, which increased the pool of funds available to help the needy.

In addition to SAP, the Foundation also provided aid to other communities and charity organisations who are struggling through the *Bantu* by Team EcoWorld Fund. Our beneficiaries include:

- Pahang: *Orang Asli* Community
- Klang Valley: IQ70 Home, Sai Pandian Home, Victory Home
- Johor: The Handicapped and Mentally Disabled Children Association, The Elijah Centre
- Penang: 25 struggling families living near EWDG project sites

EcoWorld International Malaysia will continue to support communities through its contributions to EcoWorld Foundation and commitment to the Group's vision.



Grateful recipients of the *Bantu* by Team EcoWorld Initiative



### ECOWORLD INTERNATIONAL UK

EcoWorld London established its CSR strategy in FY2020, spanning three (3) years up to and including FY2022. The strategy guides the integration of our CSR strategy across the business in phases. EcoWorld London is also developing a Social Value Strategy to integrate community assessments in future EcoWorld London projects, with additional procedures to plan and implement beneficial social programmes for relevant projects.

## CREATING A CONNECTED COMMUNITY



**ECOWORLD INTERNATIONAL UK**

There are currently three (3) EcoWorld London projects that were assessed for potential community impact in FY2021 with a summary of actions.

### Two Bridges

1. Site traffic management to minimise disruption on local roads for community.
2. Distribution of 'neighbourhood questionnaire' throughout construction phase to understand public feedback and minimise community concerns.
3. Provide job opportunities for local residents at the project site.

### Millbrook Park

1. Public notice board with contact details of site manager to allow local community members to express concerns about the project.
2. Delivery times of materials are staggered to avoid peak hours.
3. Workers are encouraged to use public transportation to avoid occupying parking spots.
4. Monitor noise/vibration and dust to ensure it does not affect the community's day-to-day life.
5. Designated facility to allow public discussion on the project, with formal engagement and recording system in place.
6. CSR Plan in place for community engagement but this has been curtailed due to COVID-19.

### Third & Caird (Jubilee)

1. Regular updates on events and progress through dedicated website, newsletter and notice board.
2. Community engagement on noise, security and parking with sound attenuation measures in place.
3. Delivery times are managed online to avoid specific hours.
4. Hiring of local labour and suppliers, where appropriate.
5. Advance notice for disruptive project activities.

We have also implemented project-specific measures to provide support for impacted communities. A Community Liaison Officer ("CLO") has been appointed at Two Bridges and Millbrook Park to communicate and coordinate activities between project management team and local communities. Millbrook Park's CLO has arranged for EcoWorld London to participate in a local career fair to showcase EWI as a potential employer and to provide career advice for potential applicants. Employment opportunities have also been offered to Two Bridges residents as part of EcoWorld London's engagement programme. We perform an impartial review during the selection process to ensure equal consideration is given to all applicants.

### Community Development Programmes

Despite the restrictions imposed due to the pandemic, EcoWorld London persisted in its community engagement efforts in FY2021. The three (3) focus areas for community engagement are School Engagement, Community Well-being and Work Experience.





## ECOWORLD INTERNATIONAL UK

### School Engagement Programmes

- Green Dragon Primary School: Landscaping volunteering project to create an outdoor green space for children to access a well-designed outside space to study biodiversity and other environmental activities. Free school meals provided to 90 families by Leigh Catering.
- Brentford School for Girls: We developed a toolkit for EWI UK employees to deliver a program which highlights the importance of sustainability and biodiversity in the property development and construction industry as well as the variety of roles in the sector. Due to COVID-19 restrictions, we delivered the program virtually throughout March 2021 to 150 students via online workshops.
- Third & Caird (Jubilee) project saw the donation of £10,000 to the following programmes - Winter Wonderland, Westminster Wheels, Digital Futures, Careers Enterprise, Avenues Youth Community Centre, Careers and Enterprise with Schools.
- In January 2021, EcoWorld London donated 10 laptops to Isleworth and Syon Secondary School and Green Dragon Primary School.

### Community Well-Being Programmes

- In December 2020, Open Kitchen - five (5) employees volunteered in the event to donate clothing, hygiene equipment, sleeping bags and raised funds of £800 towards purchasing the above items. The overall sponsorship value was £4,000 to £5,000 excluding employees' time.
- In March/April 2021, two (2) employees volunteered in the Toy Drive for the Queens Park Children's Centre with the £800 raised.

- Free school meals - EcoWorld London provided 90 families of Green Dragon Primary School in the London Borough of Hounslow with free school meals during the school holidays. Total amount contributed was £500 excluding employees' time.
- Joint Sponsorship and partnership with RBG Kew as official sponsor of their annual Community Open Week and Community Learning Programme. The partnership supports on-site and online learning programmes for low-income and under-represented groups.
- Kew Gardens Volunteering - Landscaping and Digital Expedition programmes.
- In July 2021, eight (8) employees successfully completed the Housebuilder Challenge 2021 to raise £6,000 for the Youth Adventure Trust, which helps vulnerable young people to lead a positive lifestyle.

### Work Experience Programmes on Pre-employment training

- Two (2) apprenticeships (brick layer and carpenter) and four (4) work placement opportunities in Two Bridges as part of Considerate Constructors Scheme.
- EcoWorld Ballymore had nine (9) apprentices over the last year, seven (7) of these apprenticeships are "Higher Apprenticeships" which are six (6)-year, Degree Level apprenticeships comprising three (3) Construction Managers, three (3) Commercial Managers and one (1) Design Manager. Pre-Employment Training Programme has provided work placement opportunities to 37 residents.
- In November 2020, EcoWorld London launched a pre-employment training programme for Hounslow residents, which provided construction training and qualifications worth £2,000 per person. The programme will run until the project's estimated completion in 2025.



## ECOWORLD INTERNATIONAL AUSTRALIA

Down south in Australia, community events have been difficult to organise due to the strict lockdown measures imposed by the government. Therefore, we contribute to society through individual contribution of clothing and books to charity bins.



# UPHOLDING ETHICAL CONDUCT

Lobby, Embassy Gardens

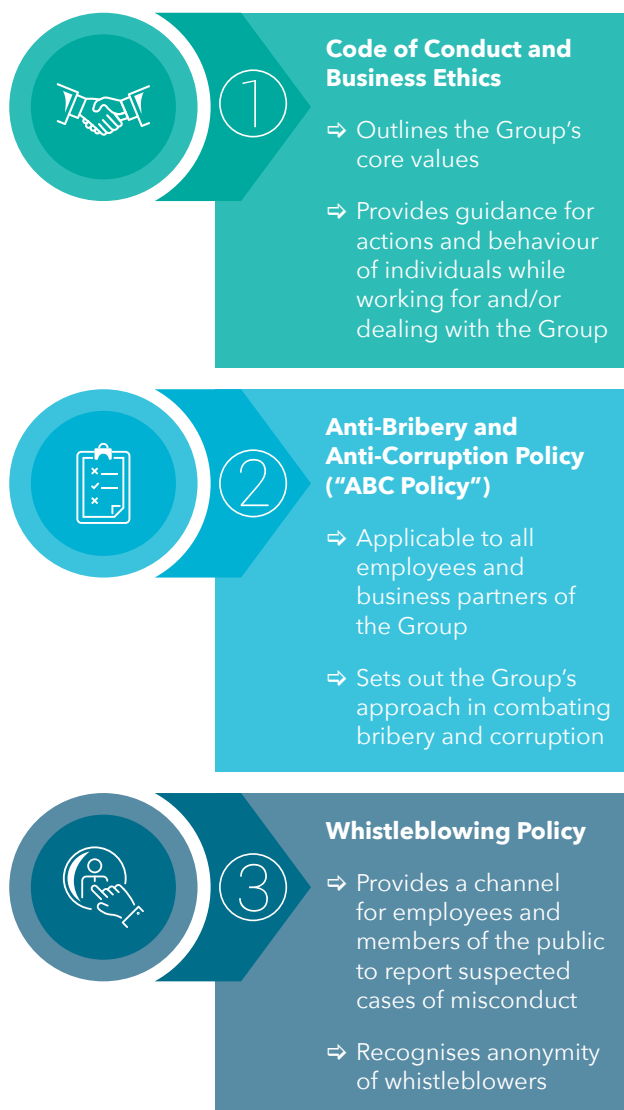
Governance and business ethics with clear lines of oversight and accountability, are key to establishing the Group's as well as stakeholders' expectations regarding business conduct throughout the organisation. As we forge ahead, with these values embedded in our corporate culture and business approach, we are building a trustworthy and sustainable name in the industry.

## UPHOLDING ETHICAL CONDUCT

We adhere to the Malaysian Code on Corporate Governance guidelines and practices, details of which are presented in our annual Corporate Governance Reports. EWI acknowledges the importance of gender diversity, as outlined in our Board Charter. By promoting gender diversity within senior management, we set the tone from the top. As of FY2021, we achieved 30% female representation on our Board.

### CORPORATE GOVERNANCE AND TRANSPARENCY

At EWI, robust governance practices are key in building trust between EWI and its stakeholders. Our policies and procedures across the organisation enable smooth operations and cultivate a company culture of integrity among employees. Key group-wide policies maintained in this reporting period include:



EWI's top management oversees the implementation of all group-wide policies. The Board is accountable for reviewing all policies to assure compliance with the Group's legal, regulatory and ethical obligations before giving their endorsement. They also have the overall responsibility of ensuring all employees comply with the Group's policies.

The Integrity Team, which was established in FY2020, oversees anti-bribery and anti-corruption compliance matters under the purview of the RMC. It acts as an in-house consultant for employees to inquire about any bribery or corruption issues within the Group's operations.

To streamline the declaration process for gifts received by EWI employees, an online gifts register was set up in FY2020 to align with the ABC Policy. The gifts register is administered by the Integrity Team, where any irregularities will be brought to the attention of the RMC and the Board, if necessary.

### Training and Communication

In order to successfully implement and embed corporate policies across the Group, awareness and understanding are essential. Key policies which promote the culture of integrity, namely the Code of Conduct and Business Ethics, the ABC Policy and the Whistleblowing Policy are first introduced to new employees during the on-boarding process. Each new employee is required to acknowledge that they have read, understood and agree to abide by the said policies.

On the other hand, existing employees are required to undergo a mandatory online assessment on the said policies annually as a refresher. The online assessment is available in both English and Malay languages. All group-wide policies are made available to employees on the Group's intranet portal, with key policies available on EWI's corporate website.

In addition, newsletters on the ABC Policy and anti-corruption related matters are circulated by the Integrity Team on quarterly basis to all employees and the Board. The circulation serves as a reminder on the Group's approach in combatting bribery and corruption.

### Whistleblowing Policy and Procedures

To facilitate the reporting of potential misconduct, an official channel has been established for all stakeholder groups to voice out their complaint with the Group. Affected parties are required to complete a Whistleblower Reporting Form and submit it to our Whistleblowing Committee. Both the Whistleblower Reporting Form and email address for submission can be obtained from our corporate website. For matters specific to anti-bribery

## UPHOLDING ETHICAL CONDUCT

and anti-corruption, the Integrity Team can be contacted directly at [integrityteam@ecoworldinternational.com](mailto:integrityteam@ecoworldinternational.com).

EWI employees can also register complaints by completing the Grievance Form and submitting it to the Group Talent Management. Information on the Grievance Form is available in the employee handbook and the form can be obtained via the Group's intranet portal.

We treat all forms and reports seriously and take appropriate measures according to the respective policies and procedures to investigate and rectify the issue, where required.

### Regulatory Compliance

While regulatory compliance covers a wide range of matters that are pertinent to EWI's license to operate, it also addresses topical social and environmental issues that are key considerations to determine the Group's social license to operate such as corruption, data privacy, pollution, and modern slavery, among others.

The Group's legal risk register is reviewed and updated regularly to keep EWI abreast of the latest changes in the regulatory landscape as well as not infringe on any applicable laws or regulations. Our RMC meets on a quarterly basis to review and propose mitigation action for any legal risk which EWI is exposed to across all subsidiaries.

With our precautionary measures in place, we have recorded zero incidents of non-compliance with any environmental, social or economic regulations across the Group in FY2021.

Our EWI UK Legal Team carries out an all-employee update annually via the huddle staff meetings to ensure that employees are aware of changes made to the corporate policies. The last update in February 2021 listed the legal policy revisions and discussions on risk assessments which includes:

- ⇒ Anti-Bribery and Corruption Policy and Procedures;
- ⇒ Corporate Criminal Offence Policy;
- ⇒ Anti-Money Laundering and Terrorist Finance Policies, Controls and Procedures;
- ⇒ Whistleblowing Policy;
- ⇒ Anti-Bribery and Corruption Risk Assessment; and
- ⇒ Anti-Money Laundering Risk Assessment.

Upon joining EWI UK, employees are required to complete e-learning training on the following:

- ⇒ Anti-Bribery (to enable employees to understand and comply with the Bribery Act 2010);
- ⇒ Anti-Money Laundering (to enable employees to identify suspicious activities and meet their legal responsibilities);
- ⇒ Data Protection; and
- ⇒ Information Security.

The Whistleblowing Policy and Grievance Policy protect its employees and provide them with a channel to register complaints regarding unethical/unlawful behaviour within the Group. Both these policies are made available on the company's intranet. There are two (2) options available to employees when reporting.

1. They can raise their concerns with their manager or a representative for investigation; or
2. They may contact a higher authority (as set out in the Policy) should the matter be more serious in nature.

All EWI UK legal policies undergo an annual review and any amendment to the policies is presented to EcoWorld London's Board for discussion, review and approval. For external parties, copies of relevant policies are provided prior to entering into the contract, which mandates compliance with all applicable laws as a minimum standard. Supply chain partners and contractors are expected to comply with company policies, to promote best business practices beyond regulatory requirements.

To evaluate the risk of corruption within EcoWorld London, we have reviewed and updated the business-wide risk assessment conducted in June 2020 which addressed the following issues:

- ⇒ Risk of anti-bribery and corruption under the Bribery Act 2010
- ⇒ Risk associated with facilitating tax evasion under the Criminal Finances Act 2017
- ⇒ Risk of money laundering and terrorist financing based on Money Laundering, Terrorist Financing and Transfer of Funds Regulations 2017

EcoWorld Ballymore also carried out internal audits to assess the internal operations, and check whether due diligence and risk assessment are performed on EcoWorld Ballymore's contractors. The assessment forms part of the tender process for trade packages or professional fees, where EcoWorld Ballymore will review the contractor's business policies to ensure they are aligned to those of EcoWorld Ballymore.

EcoWorld Ballymore's RMC reviews legislation and compliance risk across HSE, building regulations, legislation on bribery, corruption and UK General Data Protection Regulation. Internal audit firm, BDO is appointed to audit all processes, legal compliance and

policy adherence concerning management operations. Furthermore, external H+S auditors are appointed to audit sites and report their findings to the Sustainability Committee and Executive Committee on a monthly basis.

In FY2021, we recorded zero incidents of non-compliance with ABC Policy across the Group.

EcoWorld Ballymore's Development Manager tracks any gifts and hospitality to ensure compliance with the Bribery and Corruption act. No significant risks have been identified and there were no incidences of non-compliance relating to corruption or breaches of Code of Conduct and Business Ethics in FY2021.



Aerial of Linear Park, Embassy Gardens



Public Event at LCI



LCI Spa



Unity Festival



Studio Augmented Reality, Workshop



LCI Gym



Arebyte Studios



Colour Exhibition, Arebyte Gallery



Homestead Restaurant Opening



Dance for Parkinson's outreach programme



Orchard Place Public Square



Wimbledon Screening



LCI Christmas Ice Rink

# FOSTERING ECONOMIC GROWTH

London City Island's 'The Islander Festival'

EWI builds properties to provide a better living environment for all our stakeholders and develop high-quality residences with a wide range of prices and unit sizes. By optimising resource efficiency and leveraging on innovative solutions, the Group seeks to contribute to building sustainable cities and communities.

## FOSTERING ECONOMIC GROWTH

The external economic headwinds brought on by the pandemic and the need for climate change mitigation, have pushed us to move away from conventional and business-as-usual ways of thinking. We recognise the short, medium and long-term value of building an economically resilient business, one that factors in and plans for economic risks and opportunities using the lens of sustainability.

In June 2021, London City Island hosted its first 'The Islander Festival'. This idea of activating Hopewell Square was brought to life with alfresco screenings of every Wimbledon Championship match throughout the tournament, followed by a series of family-friendly blockbuster movie screenings projected on a 15m-square screen, for a truly immersive experience.

Every screening was accompanied by an array of food and drink options from London City Island's commercial tenants, including gourmet popcorn and chocolate strawberries from Cartografie, and cocktails from

Soda & Friends, another imminent opening on the Island. The festival closed on 10 September 2021 with a special concert from X Factor winner, Dalton Harris.

London City Island has also hosted regular food markets across the year which have been well attended by residents and locals. These markets will continue into 2022.

### CUSTOMER SATISFACTION AND BRAND REPUTATION

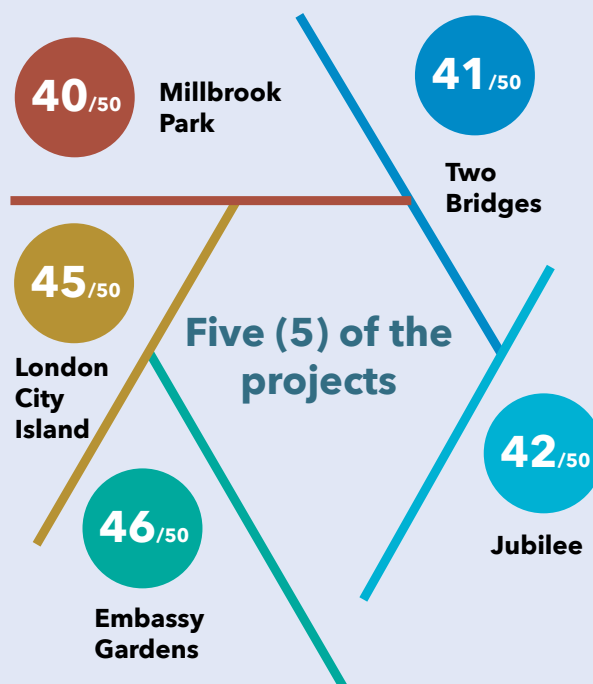
'Customer satisfaction and brand reputation' was the EWI's top 5 material sustainability matter for this reporting period. We have established a comprehensive protocol to deliver EcoWorld Class service to our Customers while designing, building and selling EWI properties. Under the joint guidance of the Sales & Marketing Committee, Quality Control Committee and EcoWorld Class London team, EcoWorld International UK contributes to the Group's business strategy to deliver unmatched service and product quality to Customers.



### ECOWORLD INTERNATIONAL UK

#### Product and Service Quality

EcoWorld International UK has been voluntarily participating in the Considerate Constructors Scheme since its establishment. The Considerate Constructors Scheme aims to raise the standards of the construction industry by encouraging members to protect its workforce, community and environment across all project phases. As part of our commitment to sustainable development, we have established a KPI to achieve a minimum Considerate Constructors Scheme score of 38 out of 50 for all of our projects. Five (5) of the EcoWorld International UK projects namely Millbrook Park, Two Bridges, Jubilee, London City Island and Embassy Gardens were assessed under the Considerate Constructors Scheme in FY2021.



## FOSTERING ECONOMIC GROWTH



ECOWORLD INTERNATIONAL UK

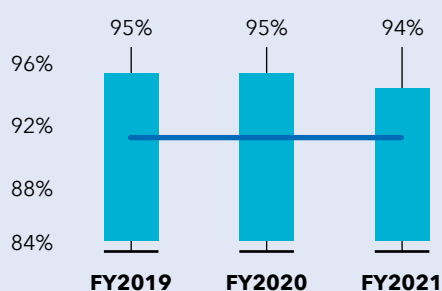
### Achieving Customer Satisfaction

To keep our Customers engaged throughout the design and construction phase, we provide regular updates through newsletters and events as and when appropriate. Upon completion of our projects, a Completion Event is organised to allow new residents the opportunity to discuss any queries and concerns. Customer surveys are distributed post completion and the findings are assessed by the completion team.

In an effort to identify areas of improvement for our services, EcoWorld International UK has engaged In-house Research Ltd to review Customer satisfaction measurements using formal surveys. The analysis determines our ability to meet stakeholder expectations and is aggregated to obtain an overall Net Promoter Score ("NPS"). NPS can range from -100 to 100, with anything above 0 being 'good', above 20 being 'favourable', above 50 being 'excellent' and above 80 being classed as 'world class'. EcoWorld London's NPS score for FY2021 averages at 60.0 and EcoWorld Ballymore's averages 36.6 for the year. Both scores are extremely encouraging considering the challenges we have faced in the year. We target to achieve at least a 90% likelihood for EWI to be recommended to a friend or family.

The below graphs shows % of Customers who would recommend our UK projects to family/friends. We achieved our target of 90% each year, even with the challenges faced during the COVID-19 pandemic. In FY2021, EcoWorld London alone received a 'recommended' score of 100%.

Customer satisfaction scores for UK projects  
(In House surveys)



- % of Customers who would recommend (all UK projects)
- Sustainability KPI target

### Digital Transformation

EcoWorld London has embarked on its digital transformation initiatives to develop a digital platform and infrastructure to create better user-experience for Customers and employees which is aligned with UNSDG 9: Industry, Innovations and Infrastructure.

EcoWorld London has proceeded to employ the use of technology to digitalise sales and internal approval process whenever possible. This involves integrating a Customer Relationship Management system which enables the team to manage leads and records sales from reservation up to the point of signing sales and purchase agreement with Customers and greater use of Ducusign for legal signatures.

### Enhancing the EWI Brand

Building a reputable brand requires constant communication with our Customer base. Our advertising involves publishing regular articles about new project developments on new sites. We also post our activities and collaborations on social media platforms such as Facebook and Twitter to promote our brand and instil stakeholder confidence in the EWI brand.

In EcoWorld International UK projects, we have kept Customers engaged through their purchasing journey which has helped develop Customer loyalty. Our EWI UK team has hosted numerous events to showcase the unique designs of our projects while creating value for the community.

### London City Island | Leamouth Peninsula, E14

As one of EWI's high-profile waterside developments, London City Island is well positioned to have a positive influence on London's community through:

- Launching of the *Islander*, London City Island's own digital magazine for community updates and interactive content
- Collaboration event with Cartografie<sup>3</sup> to host virtual Christmas truffle making workshops and outdoor Easter Egg hunts
- Hosted The Islander Festival, with street food markets and live entertainment within Hopewell Square



Outdoor market, London City Island



## ECOWORLD INTERNATIONAL UK

### Wardian | Canary Wharf, E14

Wardian London features seamless integration of botanically inspired designs with urban architecture. In line with this concept, Wardian hosted a virtual Christmas wreathmaking workshop to encourage residents and external stakeholders to join in with the Christmas activity. The event was featured in the Country & Town House magazine as promotional material to readers.

We have also partnered with Brummell magazine to sponsor their Inspirational Women's Night, which brought together some of the most inspirational and successful women in the city and Canary Wharf.

### Embassy Gardens | Nine Elms, SW11

Designed with the modern lifestyle in mind, Embassy Gardens shifts the paradigm in collaborative efforts between architects, city planners and developers. To elevate Embassy Gardens profile as a pet-friendly neighbourhood, we teamed up with David Loftus to host 'Pawtrait' - pet portrait workshops during the December festive season. All proceeds from the workshops were donated to the Battersea Cats and Dogs Home.



## ECOWORLD INTERNATIONAL AUSTRALIA

As EcoWorld International Australia currently has no projects under construction, the disclosure is focused on post-project handover initiatives. The defects rectification process for West Village and Yarra One is managed by EcoWorld International Australia in collaboration with external consultants like architect and superintendent. During the construction phase, the builder team conducts their own defects check and rectification work. Following builder notification, the clients perform their own inspection and record all defects into the construction management software - Aconex. The builders are then required to rectify all defects recorded prior to official project handover.

For each unit sold, the purchasers perform a pre-settlement inspection and record any defects identified in Aconex. At this stage, the defects recorded should be minimal in terms of scale and numbers. In most cases, the purchasers' outstanding defects would be rectified before the homeowners move into the units. Even after the unit's settlement, we monitor the conditions of each unit with the builder and purchaser.

As a result of our efforts, both West Village and Yarra One recorded exemplary performance in meeting the Group's KPI on resolving defects identified, recording 95% and 86% respectively of apartment units with fewer than five (5) defects.



English National Ballet, London City Island

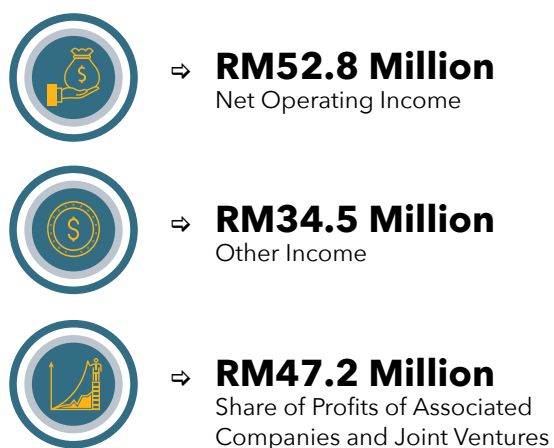
## FOSTERING ECONOMIC GROWTH

### ECONOMIC PERFORMANCE

FY2021 proved challenging for the Group. Lockdowns, border closures and higher stamp duties following the expiry of the UK stamp duty holiday in June 2021 have had an adverse impact on property demand. In light of the subdued market conditions, attractive promotional packages were offered to drive sales and accelerate cash recoupment via the sale of completed units, particularly within the EcoWorld Ballymore portfolio.

Through our continuous pursuit of innovation and agile approach to remain competitive under difficult market conditions, EcoWorld International Group generated a total value of RM134.5 million for the FY2021. As depicted in the chart below, the economic value created has benefited various stakeholders including employees, governments and providers of capital. RM126.1 million recorded in FY2021 represents withdrawal of cumulative value (profits) generated to pay dividends which amounts to RM144 million to shareholders.

#### Value Generated



**Total = RM134.5 Million**

#### Value Generated



**Total = RM134.5 Million**

\* There was a net outflow of distribution as EWI had declared maiden dividends for FY2021 amounting to RM144 million supported by previous years cumulative value (profits) generated

## RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Ensuring a sustainable supply chain is essential to prepare businesses. EWI proactively engages its supply chain partners to adhere to matters relating to regulatory compliance, ethical practices and conduct, labour standards as well as H+S. The establishment of clear procurement policies and requirements underpins the criteria EWI sets when selecting and evaluating our suppliers and contractors.



### ECOWORLD INTERNATIONAL MALAYSIA

In FY2021, EcoWorld International Malaysia's supply chain management is governed by our Sustainable Procurement Policy that outlines the best practices for responsible sourcing. The policy extends beyond our employees to all our supply chain partners. In committing to the Sustainable Procurement Policy,

our suppliers and service providers agree to meet EWI's requirements for green operating practices such as energy efficient hardware or minimising waste generation. The Policy is applicable to consultants, vendors and contractors sourcing essential equipment, office supplies, as well as offering professional and recruitment services.



### ECOWORLD INTERNATIONAL UK

#### Sustainable Procurement Policy

Sustainable Procurement Policy outlines the following criterias with which EcoWorld London evaluates its suppliers when performing procurement activities.



#### ENVIRONMENT

- ⇒ Procure all timber and timber products from legal and sustainable sources and procure other construction materials with a preference for recognised responsible sourcing schemes
- ⇒ Use resource-efficient products and give due consideration to end-of-life uses
- ⇒ Promote, specify and source materials which can be reused, and consider future deconstruction and recovery of resources to embrace the circular economy to leave a sustainable legacy across the build environment
- ⇒ Reduce unnecessary resource use for business operations



#### SOCIAL

- ⇒ Ensure fair contracts and terms are applied and respected, and that ethical, human rights and labour standards are met, in line with our Modern Slavery Policy and the UNGC principles
- ⇒ Where possible, procure locally, providing opportunities for SMEs, collaborate with the voluntary sector and increase the use of social enterprises to support local employment, diversity and training
- ⇒ Ensure goods and services are certified legal or sustainable, where possible

## FOSTERING ECONOMIC GROWTH



### ECOWORLD INTERNATIONAL UK



#### GOVERNANCE

- ⇒ Adhere to the principles of the UNGC
- ⇒ Take full cognisance and all appropriate precautions to ensure the procurement of all works and material purchases comply with applicable government, industry and EcoWorld London protocols and/or policies
- ⇒ Prohibit the use of banned materials/substances under relevant regulations

#### Supply Chain and Supplier Assessment

A comprehensive pre-qualification process is followed in the UK where questionnaires are completed to assess the competency of suppliers prior to them being given framework partner status and the opportunity to be considered for tender work. Since 2015, we have been implementing guidelines for responsible sourcing in line with our Sustainable Procurement Policy. These guidelines encourage and enforce the use of environment-friendly and locally sourced materials such as being certified by the Forest Stewardship Council for timber or BES6001 for concrete products. The guidelines also require new supply chain partners to undergo a comprehensive review process and be accredited by international frameworks like ISO. The whole process is all governed and final contract approved given by the Tender and Procurement Committee ("TPC").

As part of the site manager's sourcing obligations, EWI UK requires new contractors to provide evidence of certification for material sustainability prior to project commencement. This is embedded in the Environmental/Material Management Plan ("EMP"/"MMP") where specific materials are selected to minimise ESG impact. A key aim is to obtain materials that make up key building elements from responsible, recycled or local sources. To achieve this, materials that have significant environmental impacts such as timber, concrete and rebar were documented, and only certified materials were sourced for the project. Environmental coordinators conducted monthly inspections of the delivery notes to document the percentage of responsibly sourced materials.

#### Procurement Performance

We have established two (2) KPIs in EWI UK:

- 1) to ensure at least 60% of all procurement by contract value to be with UK Local Companies and;
- 2) spend 50% of annual procurement budget on SMEs.

In FY2021, a total of 288 and 177 suppliers were awarded contracts by EcoWorld London and EcoWorld Ballymore, amounting to £120 million and £8 million (equivalent to approximately RM680 million and RM45.6 million) in annual procurement spending respectively. 81% and 75% of EcoWorld Ballymore and EcoWorld London supply chain procurement contracts were awarded to Local Companies respectively, and only those indispensable materials that could not be acquired locally were sourced from overseas. EcoWorld London's Procurement Department has also recorded 59% spent on SMEs. Based on our procurement performance, we achieved both of the two (2) KPIs established.



## ECOWORLD INTERNATIONAL UK

### Respecting Human Rights

As a property developer operating in the UK and Australia, the key areas of our operation that could be affected by slavery and human trafficking are directly hired employees, agency workers working on our behalf, subcontractor operatives working on our sites and the workforce of our supply chain who supply services and materials to our business.

We recognise that slavery and human trafficking are significant human rights issues and are committed to take appropriate and proportionate steps to mitigate the risk of these occurring within our business. We take a zero tolerance approach to modern slavery and we are committed to act

ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere in our business. To ensure that the risks of modern slavery and human trafficking are understood within our organisation, EcoWorld London has adopted various educational methods for its employees, from a bespoke e-learning module to employee briefings.

EcoWorld London has undertaken a risk mapping exercise in line with ISO 20400 which aims to identify those areas of the supply chain which are most vulnerable to modern slavery practices. The steps which we take to mitigate risks in relation to our supply chain include among others the following:

#### Employees

- We verify that all employees have the right to work in the UK upon commencement of their employment
- We make all employees aware of their working hours, leave and absence entitlements and other employment benefits via the employee handbook

#### Agency workers

- We aim to only engage agency workers that are provided by approved suppliers
- We require all approved suppliers to ensure their agency workers have the right to work in the UK and to have procedures in place to minimise the risk of recruiting forced or compulsory labour

#### Contractors and Subcontractors

- We require, by contract, our contractors and subcontractors to comply with the Modern Slavery Act 2015 and our own Modern Slavery Policy and to ensure their employees have the right to work in the UK
- We consider potential contractors' or sub-contractors' approaches to employee rights and any breaches of human rights related legislation during our selection process
- We ask all site operatives to provide evidence of their Construction Skills Certification Scheme cards
- We require all contractors and sub-contractors that purchase materials for use on our sites to consider the risk of modern slavery in their supply chain

#### Suppliers

We procure the majority of our directly sourced materials from UK based organisations that are required to comply with UK laws, including the Modern Slavery Act 2015.

Where materials are directly sourced from outside of the UK, we consider the risk of slavery and human trafficking as part of our selection process



## CONCLUSION

This year, the COVID-19 pandemic has continued to highlight the importance of wellness, resilience, and community spirit. We are incredibly proud of the hard work and dedication of the EcoWorld International team for enabling us to make progress on our sustainability journey despite the challenges.

We remain dedicated to incorporate sustainable practices throughout its value chain. As we embark on our journey to be a model business for sustainable

development, we strive to identify areas for improvement in our sustainability performance.

Looking ahead, we aspire to enhance our contributions to the sustainable development agenda and build stakeholder trust in our brand, by promoting the sustainable growth of EcoWorld International. So far, we have made great strides in improving our ESG disclosures and have successfully met ten (10) of the twelve (12) KPIs set in FY2021.



London City Island

## FTSE CONTENT INDEX

FTSE4GOOD THEME	LOCATION	PAGE NUMBER
<b>ENVIRONMENTAL</b>		
Biodiversity	Biodiversity and Green Infrastructure	39
Climate Change	Climate Change	36-38
Water Security	Water Stewardship	40
Supply Chain (Environment)	Sustainable Designs, Responsible Supply Chain Management	31-35, 69
Pollution and Resources	Waste Management, Material Management	35, 40
<b>SOCIAL</b>		
Health and Safety	OHS	51-53
Labour Standard	Diversity and Inclusion, Labour Practices and Decent Work	44-50
Supply Chain (Social)	Responsible Supply Chain Management	69
Customer Responsibility	Customer Satisfaction and Brand Reputation	65-67
Human Rights and Community	Labour Practices and Decent Work, Healthy and Sustainable Communities, Respecting Human Rights	49-50, 57-59, 71
<b>GOVERNANCE</b>		
Corporate Governance	Corporate Governance and Transparency	61-63
Risk Management	Mapping of Material Sustainability Matters to Key Group Risk	22-23
Anti-Corruption	Corporate Governance and Transparency	61-63
Tax Transparency	-	-

## GRI CONTENT INDEX

### GRI 102 General Disclosures 2016

GRI DISCLOSURE	DESCRIPTION	LOCATION	PAGE NUMBER
Organisational Profile			
102-1	Name of Organisation	Front Cover, Back Cover	Front Cover, Back Cover
102-2	Activities, brand, products and service	EcoWorld International At A Glance	6
102-3	Location of Headquarters	EcoWorld International At A Glance	8-9
102-4	Location of operations	EcoWorld International At A Glance	8-9
102-6	Markets served	EcoWorld International At A Glance	8-9
102-7	Scale of organisation	EcoWorld International At A Glance, Sustainability Scorecards	8-9, 26-27
102-8	Information on employees and other workers	Diversity and Inclusion	44-48
102-9	Supply Chain	Responsible Supply Chain Management	69-70
102-10	Significant changes to the organisation and its supply chain	-	-
102-11	Precautionary Principle or approach	Sustainability Approach Sustainability Governance Structure	12-14
102-12	External Initiatives	Awards and Recognition	10-11
102-13	Membership of associations	Awards and Recognition	10-11
Strategy			
102-14	Statement from senior decision-maker	Message from our President and CEO	2-5
102-15	Key impacts, risks and opportunities	Mapping of Material Sustainability Matters to Key Group Risk	22-23
		EcoWorld International's Commitment to the UNSDGs	24-25
Ethics and Integrity			
102-16	Values, principles, standards and norms of behaviour	EcoWorld International At A Glance	7
		Sustainability Approach	12
		Our Implementation Commitment	13
102-17	Mechanisms for advice and concerns about ethics	Grievance Mechanism	50
		Whistleblowing Policy and Procedures	61-62
Governance			
102-18	Governance structure	Sustainability Governance Structure	14
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholders Engagement Table	16-19
102-29	Identifying and managing economic, environmental, and social impacts	Materiality Analysis, Materiality Matrix	20-21
		Mapping of Material Sustainability Matters to Key Group Risk	22-23
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance Structure	14

GRI DISCLOSURE	DESCRIPTION	LOCATION	PAGE NUMBER
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	Stakeholder Engagement Approach	15
102-42	Identifying and selecting stakeholders	Stakeholder Engagement Approach	15
102-43	Approach to stakeholder engagement	Stakeholder Engagement Table	16-19
102-44	Key topics and concerns raised	Stakeholder Engagement Table	16-19
<b>Reporting Practice</b>			
102-46	Defining report content and topic boundaries	About this Report	1
102-47	List of material topics	Material Analysis, Material Matrix	20-21
102-48	Restatement of information	Adopted different conversion factor to compute carbon emissions	37
102-49	Changes in reporting	The scope of reporting has been expanded for electricity consumption, GHG emissions and water withdrawal	36-37, 40
102-50	Reporting period	Reporting Scope and Boundaries	1
102-52	Reporting cycle	Reporting Scope and Boundaries	1
102-53	Contact point for questions regarding the report	Feedback	1
102-54	Claims of reporting in accordance with the GRI Standards	Report Standards	1
102-55	GRI content index	GRI Content Index	75-77

## MATERIAL TOPICS

GRI DISCLOSURE	DESCRIPTION	LOCATION	PAGE NUMBER
<b>GRI 103: Management Approach 2016</b>			
103-2	The management approach and its components	-	Throughout
<b>GRI 201: Economic Performance 2016</b>			
201-1	Direct economic value generated and distributed	Economic Performance	68
201-2	Financial Implications and other risks and opportunities due to climate change	Mapping of Material Sustainability Matters to Key Group Risk Sustainable Designs Biodiversity and Green Infrastructure	22-23, 32-35, 39
<b>GRI 204: Procurement Practices 2016</b>			
204-1	Proportion of spending on local suppliers	Procurement Performance	70

## GRI CONTENT INDEX

GRI DISCLOSURE	DESCRIPTION	LOCATION	PAGE NUMBER
<b>GRI 205: Anti-Corruption 2016</b>			
205-1	Operations assessed for risks related to corruption	Corporate Governance and Transparency	61-63
205-2	Communication and training about anti-corruption policies	Corporate Governance and Transparency	61-63
205-3	Confirmed incidents of corruption and actions taken	Corporate Governance and Transparency	61-63
<b>GRI 301: Materials 2016</b>			
301-1	Materials used by weight or volume	Material Management	40
<b>GRI 302: Energy 2016</b>			
302-1	Energy Consumption within the organisation	Electricity Consumption	36
<b>GRI 303: Water and Effluents 2018</b>			
303-5	Water consumption	Water Stewardship	40
<b>GRI 304: Biodiversity 2016</b>			
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity and Green Infrastructure	39
<b>GRI 305: Emissions 2016</b>			
305-1	Direct (Scope 1) GHG emissions	Climate Change	37
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change	37
<b>GRI 306: Waste 2020</b>			
306-3	Waste generated	Waste Management	35-36
306-4	Waste diverted from disposal	Waste Management	35-36
<b>GRI 307: Environmental Compliance 2016</b>			
307-1	Non-compliance with environmental laws and regulations	Regulatory Compliance	62
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
308-1	New suppliers that were screened using environmental criteria	Responsible Supply Chain Management	69-70
<b>GRI 401: Employment 2016</b>			
401-1	New employee hires and employee turnover	New Hires and Turnover	45-46
401-3	Parental leave	Parental Leave Statistics	47

GRI DISCLOSURE	DESCRIPTION	LOCATION	PAGE NUMBER
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	OHS	51-53
403-2	Hazard identification, risk assessment and incident investigation	OHS	51-53
403-4	Worker participation, consultation and communication on health and safety	OHS	51-53
403-5	Worker training on occupational health and safety	OHS	51-53
403-6	Promotion of worker health	OHS	51-53
403-9	Work-related injuries	OHS	51-53
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	Employee Development and Appraisal	47-48
<b>GRI 405: Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	Diversity and Inclusion	44-45
<b>GRI 413: Local Communities 2016</b>			
413-1	Operations with local community engagement, impact assessment and development programmes	Creating A Connected Community	55-59
<b>GRI 414: Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria	Responsible Supply Chain Management	69-70

## GLOSSARY OF KEY ABBREVIATIONS

ABC Policy	- Anti-Bribery and Anti-Corruption
AFR	- Average Accident Frequency Rate
APO Group	- A residential manager of completed Build-to-Rent schemes
BREEAM	- Building Research Establishment Environmental Assessment Method is the world's leading sustainability assessment method for masterplanning projects, infrastructure and buildings
CCS or Considerate Constructors Scheme	- A non-profit independent organisation founded to raise standards in the construction industry in UK
CEO	- Chief Executive Officer
CHP	- Combined Heat and Power is a highly efficient process that captures and utilises the heat that is by-product of the electricity generation process
CLO	- Community Liaison Officer
CLT	- Cross Laminated Timber
CSR	- Corporate Social Responsibility
Customer	- Anyone who purchases an EcoWorld home to either live there or rent out, any resident living at our developments, as well as our Build-to-Rent investors and commercial tenants
EDI	- Equality, Diversity and Inclusion
Embassy Gardens	- Phase 2 of Embassy Gardens which is developed by EcoWorld Ballymore
EMP	- Environmental Management Place
ERM	- Enterprise Risk Management
ESG	- Environmental, Social and Governance
EWB	- EcoWorld Ballymore
EWDG	- Eco World Development Group Berhad
EWI	- Eco World International Berhad
EWI UK	- Eco World International United Kingdom
EWL	- EcoWorld London
FY	- Financial year ended 31 October
GGBS	- Ground Granulated Blast Furnace Slag
GHG	- Greenhouse Gas
GRI	- Global Reporting Initiative
H+S	- Health and Safety
HSE	- Health, Safety and Environment
Kew Bridge / Kew Bridge (Verdo)	- Phase 2 of Kew Bridge Gate project which is developed by EcoWorld London
KPIs	- Key Performance Indicators
London City Island	- Phase 2 of London City Island which is developed by EcoWorld Ballymore
Local Companies	- Companies located within radius of c. 64km (40 miles) from the operational deployment
MVHR	- Mechanical Ventilation with Heat Recovery provides fresh filtered air into a building whilst retaining most of the energy that has already been used in heating the building
OHS	- Occupational Health and Safety
RAMS	- Risk Assessment and Method Statement
RMC	- Risk Management Committee
RMT	- Risk Management Team
RBG Kew	- Royal Botanical Garden Kew
RTW	- Return to Work
SDGs	- Sustainable Development Goals
SECBE	- South East Centre for the Built Environment
SMEs	- Small and Medium Enterprises
SuDS	- Sustainable Drainage Systems
TPC	- Tender and Procurement Committee
UK	- United Kingdom
UNGC	- United Nations Global Compact
UNSDGs or SDGs	- United Nations Sustainable Development Goals



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