



I E M G U I D E L I N E O N

S I M P L I F I E D E S G

D I S C L O S U R E F O R

B U I L T E N V I R O N M E N T



Table of Content

Acknowledgements	03
Technical Committee	04
Chapter 1 : Overview	05
How to start my ESG journey?	12
Chapter 2 : Built Environment in Malaysia	13
Chapter 3 : Simplified ESG Disclosures	15
Chapter 4 : Reporting Template	37
Chapter 5 : Conclusion	54
Appendix	56

Acknowledgements

The Simplified ESG Disclosure for Built Environment was an initiative spearheaded by The Institution of Engineers, Malaysia (IEM). Its primary objective was to offer guidance and resources for organizations involved in preparing sustainability reports that are in line with international and local standards. This initiative aimed to streamline the reporting process and facilitate greater alignment with sustainability goals within the built environment sector.

In preparation of this simplified ESG Disclosure, reference is made to the following framework and guidelines

1. Global Reporting Initiatives (GRI) 2021
2. Bursa Sustainability Reporting Guide (3rd Edition)
3. Illustrative Sustainability Reporting Guide
4. National Industry Environmental, Social & Governance Framework (iESG) by Ministry of Investment, Trade and Industry
5. Simplified ESG Disclosure Guide (SEDG)

Furthermore, we wish to extend our gratitude to the members of the Institution of Engineers, Malaysia (IEM) namely Ir Associate Professor Dr Leong Kah Hon, Ir Chen Harn Shean, Ir Yau Chau Fong, and the secretariat, Ms Farahidatul Binti Rusli and Ms Noor Afzan Binti Che Ab Aziz for their invaluable contributions in accomplishing this significant endeavor. With great optimism, we believe this Guideline will benefit all stakeholders, encompassing developers, contractors, consultants, and engineering service providers.

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Technical Committee

IEM Guideline on Simplified ESG Disclosure for Built Environment

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Chapter 1

Overview

- What is ESG?
- What is Built Environment?
- What is Climate Change?
- How ESG relates to SDGs?
- The Importance of ESG
- Benefit of Sustainability Journey



ESG Overview

WHAT IS ESG?



Environmental (E) - Focus on minimizing environmental impact, including reducing carbon emissions, conserving resources, and managing waste.



Social (S) - Address social issues such as diversity and inclusion, labor practices, human rights, and community engagement.



Governance (G) - Ensure strong corporate governance, ethics, transparency, and accountability within your organization.

WHAT IS BUILT ENVIRONMENT?



- Includes all the structures and systems that shape our daily lives, like buildings, utilities, roads, and transportation.
- It covers the visible parts of cities, towns, and villages, like buildings, roads, parks, and signs.
- Refers to the physical spaces designed for human use, such as buildings, landscapes, and transportation systems.

WHAT IS CLIMATE CHANGE?



- Climate change is the lasting change in Earth's usual weather patterns, mainly caused by human actions like burning fossil fuels and cutting down forests.
- Encompasses the average long-term transformations across the entire Earth.
- Climate change can make weather patterns less reliable, posing challenges for farming in regions dependent on predictable temperatures and rainfall.



How ESG relates to SDGs?

The connection between Environmental, Social, and Governance (ESG) criteria and Sustainable Development Goals (SDGs) plays a crucial role in the worldwide movement towards sustainability. This relationship extends beyond theoretical discussions, having tangible effects on how businesses operate and how investment decisions are made.

ESG's environmental aspect aligns perfectly with SDGs focused on the planet, such as those aimed at climate action, clean energy, and responsible consumption. Social criteria under ESG resonate with SDGs centered on human well-being, education, and economic growth, emphasizing labor rights and community engagement. Governance practices within ESG ensure ethical conduct and transparency, underpinning the SDG goal of fostering justice and strong institutions.

For example, ESG-driven innovation leads to new, sustainable solutions across the built environment industry, supporting SDG goals related to clean energy, climate action, and more. By focusing on renewable resources and sustainable practices, companies can meet ESG standards while contributing significantly to global sustainability objectives.

In summary, ESG criteria provide the operational blueprint for businesses to actively contribute to the SDGs, weaving sustainable development into the fabric of everyday business practices. This linkage not only propels the agenda for global sustainability forward but also offers companies a pathway to contribute meaningfully to a sustainable future while bolstering their market position and relationship with investors and the public.

The Importance of ESG in today's Society

Environmental Protection



Will contribute to a healthier planet for current and future generations.



Regulatory Compliance

Adhering to ESG standards helps organizations comply with regulations, mitigate legal risks, and stay ahead of evolving regulatory requirements.

THE IMPORTANCE OF ESG IN TODAY'S SOCIETY

Social Responsibility

By fostering a positive impact on society, organizations can build trust, enhance reputation, and contribute to social well-being.



Financial Performance

Companies that demonstrate strong ESG performance are more resilient to market volatility, regulatory changes, and reputational risks, attracting investors seeking sustainable and responsible investment opportunities.

Governance and Accountability



Effective governance practices ensure transparency, accountability, and ethical conduct within organizations.

Benefits of Sustainability Journey

Governance and Accountability

Implementing sustainable practices is crucial for reducing environmental degradation and can be significantly enhanced through effective governance and accountability mechanisms. This integrated approach involves conserving resources, minimizing pollution, and lowering carbon emissions, each connected to governance structures and accountability systems to ensure their success.

Cost Savings

Adopting sustainable practices frequently results in the diminution of energy and water usage, a decrease in waste production, and a reduction in operational expenses over the long term. This positive outcome stems from a holistic approach to resource management and operational efficiency that prioritizes the environment while also considering economic benefits.

Enhanced Brand Reputation

Businesses dedicated to sustainability garner more favorable perceptions from consumers, investors, and other stakeholders, enhancing their brand reputation and competitive edge in the market. This positive shift results from the growing awareness and value placed on environmental responsibility and ethical practices among the public and the investment community.

Benefits of Sustainability Journey

Regulatory Compliance

Adopting sustainable practices helps businesses meet environmental regulations, reducing the risk of fines and legal issues. This strategy not only protects the environment but also enables companies to navigate legal requirements more smoothly. Incorporating sustainability into their core operations, companies can avoid financial and reputational harm from non-compliance. This commitment to sustainability and ethical conduct boosts their reputation and strengthens trust among stakeholders.

Innovation & Growth Opportunities

Embracing sustainability fuels innovation across product development, operational processes, and business models, unlocking new revenue and market opportunities. This strategy not only aids in conserving the environment but also leads to unique, eco-friendly solutions that set a company apart. By prioritizing sustainability, businesses discover efficient practices and products desired by increasingly eco-conscious consumers, tapping into new markets and driving sustainable growth.

Employee Engagement & Retention

Companies focusing on sustainability typically see improved employee morale, satisfaction, and retention, as workers feel more aligned with a purposeful mission and shared values.

Benefits of Sustainability Journey

Resilience & Risk Management

Sustainability initiatives boost a company's adaptability and resilience by diversifying supply chains, minimizing resource dependencies, and tackling environmental and social risks. This strategic focus not only aligns with global sustainability goals but also enhances the company's reputation and stakeholder relationships through a commitment to corporate responsibility.

Stakeholder Collaboration

Engaging stakeholders—ranging from customers and suppliers to communities and governmental bodies—cultivates meaningful partnerships and collective action towards sustainability. This collaboration leverages diverse perspectives and resources, enabling more effective solutions to environmental challenges. It fosters a united approach, where shared goals for sustainability lead to innovative, impactful outcomes.

Long-Term Value Creation

By integrating sustainable practices, businesses can achieve long-term value creation, striking a balance between economic development, caring for the environment, and ensuring social fairness. This holistic approach promotes resilience, innovation, and a competitive edge in a rapidly evolving global market.

HOW TO START MY ESG JOURNEY?

- 1 Review the full map of disclosures**
- 2 To begin, consider the Basic Disclosures as your initial reference point.**
- 3 Check off the disclosures that you can currently report on**
- 4 Identify those you will work on in the next one year**
- 5 Refer to the supplementary guidance for instructions on what to report.**
- 6 Utilize the provided template to track and report your disclosures.**



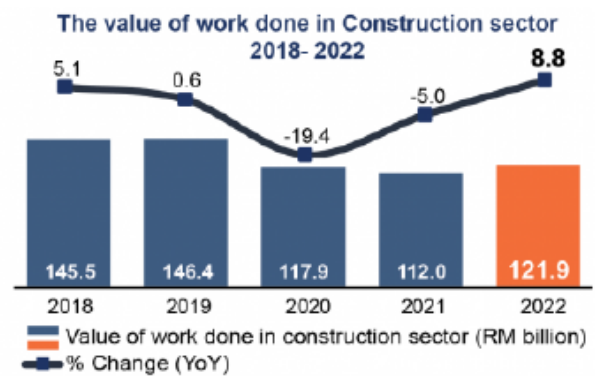
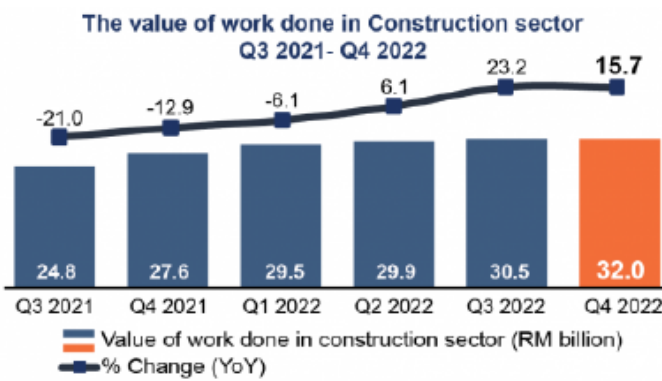
Chapter 2

Built Environment in Malaysia

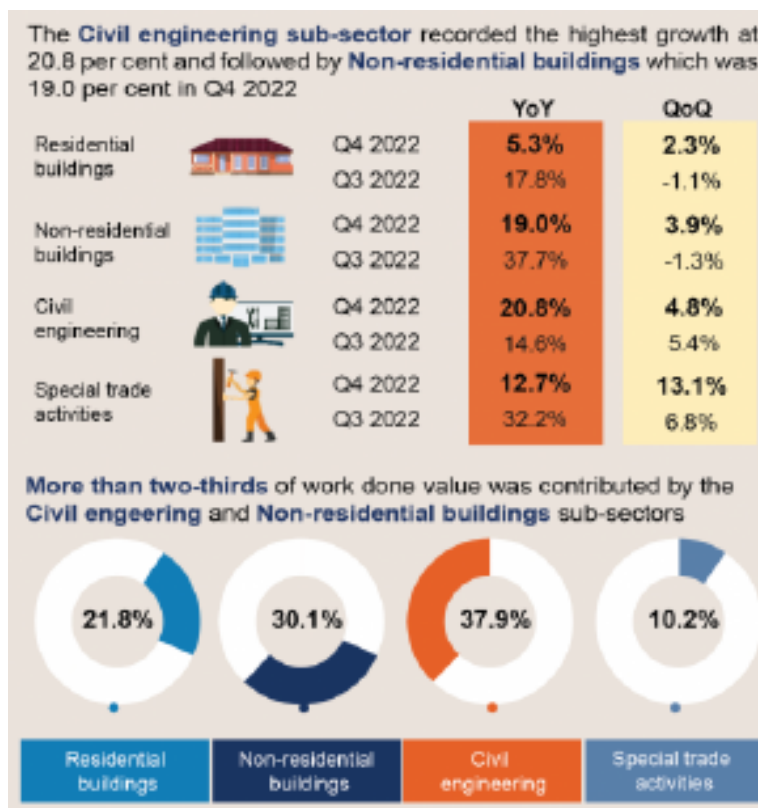
- The Importance of Built Environment Sector in Malaysia

The Importance of Built Environment Sector in Malaysia

The construction sector maintained its positive momentum in the fourth quarter of 2022, registering a growth rate of 15.7 percent. This strong performance contributed to an overall rebound for the year 2022, marking an increase of 8.80 percent. This turnaround is particularly noteworthy considering the sector's previous two years of decline.



Source: Department of Statistics, Malaysia



Source: Department of Statistics, Malaysia



Chapter 3

Simplified ESG Disclosures

- Simplified ESG Disclosures Checklist

Simplified ESG Disclosure

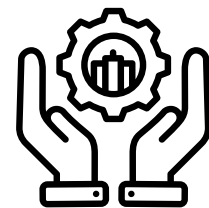
These simplified ESG disclosures offer a concise overview of a company's sustainability efforts across three fundamental aspects. The environmental pillar details the company's ecological stewardship, such as its carbon footprint reduction and resource conservation efforts. The social pillar examines the company's impact on people, including fair labor practices and community engagement. Lastly, the governance pillar focuses on the company's internal practices, including leadership ethics, corporate transparency, and accountability. These disclosures aim to provide stakeholders with a straightforward understanding of a company's commitment to operating responsibly and sustainably, highlighting its approach to balancing economic growth with environmental protection and social equity.



ENVIRONMENTAL



SOCIAL



GOVERNANCE

Climate Change

Employees

Governance

Energy
Consumption

Occupational
Safety & Health

Privacy & Data
Protection

Water
Consumption

Training

Legal
Compliance

Waste &
Effluents

Engaging &
Empowering
Communities
(CSR)

Anti-Bribery &
Anti Corruption
Policy &
Whistleblowing
Policy



ENVIRONMENTAL

Addressing Climate Change	<ul style="list-style-type: none">• Our current Climate related strategies• GHG Emissions (Scope 1,2 and 3)
Energy Consumption	Total energy consumption for the reporting year <ul style="list-style-type: none">• Energy saving policy if any
Water Consumption	Total water consumption for the reporting year <ul style="list-style-type: none">• Water saving as compared to previous year• Water policy if any
Waste and Effluents	Data for waste generated in the reporting year <ul style="list-style-type: none">• Total waste diverted from disposal• Total waste directed to disposal• General Waste• Scheduled Waste• Recycled Waste



ENVIRONMENTAL

	DEVELOPER
Addressing Climate Change	<p><u>Office/Workplace</u></p> <ul style="list-style-type: none"> • Solar Panel installation • Building Energy Management System (Smart Building) • Rain water harvesting system <p>GHG Emissions</p> <ul style="list-style-type: none"> • Scope 1: Direct Emission (Fuel consumption for company vehicles) • Scope 2: Indirect Emission (Energy consumption) • Scope 3 (Category 6): Business Travel (Fuel consumption related to business travel including both local and oversea travel) • Scope 3 (Category 7): Employee Commuting <p><u>Project</u></p> <ul style="list-style-type: none"> • IBS Score rating • Building Energy Management System (Smart Building) • Green Building Index • Rain water harvesting system • Green Infrastructure and Landscaping • Adopting eco-friendly and sustainably sourced materials
Energy Consumption	<p><u>Office/Workplace</u></p> <ul style="list-style-type: none"> • Energy Saving Policy • Monitoring of energy consumption on a yearly basis • Installation of energy saving equipment



ENVIRONMENTAL

	DEVELOPER
Water Consumption	<p><u>Office/Workplace</u></p> <ul style="list-style-type: none">• Water Management Policy• Monitoring of water consumption on a yearly basis• installation of water saving equipment
Waste Management	<p><u>Office/Workplace</u></p> <p>General Office Waste</p> <ul style="list-style-type: none">• Non-recycled waste• Recycled waste - Paper, Plastic and etc



ENVIRONMENTAL

	CONTRACTOR
<p>Addressing Climate Change</p>	<p><u>Office</u></p> <ul style="list-style-type: none"> • Solar Panel installation <p>GHG Emissions</p> <ul style="list-style-type: none"> • Scope 1: Direct Emission (Diesel consumption from genset, fuel consumption for company vehicles) • Scope 2: Indirect Emission (Energy consumption) • Scope 3 (Category 6): Business Travel (Fuel consumption related to business travel including both local and oversea travel) • Scope 3 (Category 7): Employee Commuting <p><u>Project Site</u></p> <ul style="list-style-type: none"> • Implement sustainable site management practices that protect the environment, such as controlling dust and noise, managing stormwater to prevent pollution and etc. • Prioritize the use of sustainable, recycled, and low-impact materials • Scope 1: Direct Emission (Diesel consumption and fuel consumption from site machinery)
<p>Energy Consumption</p>	<p><u>Office/Project Site</u></p> <ul style="list-style-type: none"> • Energy Saving Policy • Monitoring of energy consumption on a yearly basis • Installation of energy saving equipment



ENVIRONMENTAL

	CONTRACTOR
Water Consumption	<p><u>Office/Project Site</u></p> <ul style="list-style-type: none">• Water Management Policy• Monitoring of water consumption on a yearly basis
Waste Management	<p><u>Office/Project Site</u></p> <ul style="list-style-type: none">• General Office Waste<ul style="list-style-type: none">◦ Non-recycled waste◦ Recycled waste - Paper, Plastic and etc• Construction wastes<ul style="list-style-type: none">◦ Non-recycled construction waste◦ Recycled construction waste



ENVIRONMENTAL

	CONSULTANT (ECP) & ENGINEERING SERVICES
Addressing Climate Change	<p><u>Office</u></p> <ul style="list-style-type: none"> • Solar Panel installation <p>GHG Emissions</p> <ul style="list-style-type: none"> • Scope 1: Direct Emission (Fuel consumption for company vehicles) • Scope 2: Indirect Emission (Energy consumption) • Scope 3 (Category 6): Business Travel (Fuel consumption related to business travel including both local and oversea travel) • Scope 3 (Category 7): Employee Commuting <p><u>Project Design</u></p> <ul style="list-style-type: none"> • Adopting sustainable design principles involves integrating renewable energy sources, enhancing building and utility insulation for improved energy management, employing eco-friendly refrigerants and fire suppressants, and leveraging recycled materials in construction.
Energy Consumption	<p><u>Office</u></p> <ul style="list-style-type: none"> • Energy Saving Policy • Monitoring of energy consumption on a yearly basis • Installation of energy saving equipment



ENVIRONMENTAL

	CONSULTANT (ECP) & ENGINEERING SERVICES
Water Consumption	<p><u>Office</u></p> <ul style="list-style-type: none">• Water Management Policy• Monitoring of water consumption on a yearly basis
Waste Management	<p><u>Office</u></p> <ul style="list-style-type: none">• General Office Waste<ul style="list-style-type: none">◦ Non-recycled waste◦ Recycled waste - Paper, Plastic and etc



SOCIAL

Our Employees	Employee Diversity
Occupational Safety and Health	Safety and Health Committee
Training	List of training provided to the staff for the reporting year
Supply Chain Management	Proportion of spending on local suppliers
Engaging and Empowering Communities (CSR)	List of community investment for the reporting year and also the CSR activities



SOCIAL

	DEVELOPER
Our Employees	<ul style="list-style-type: none"> • New recruitment data for the reporting year • Resignations for the reporting year • Gender Distribution for the reporting year • Local vs foreign workers distribution for the reporting year • Age distribution for the reporting year • Employment category distribution for the reporting year • Remuneration and benefits • Improving labour practices • Number of substantiated complaints concerning human rights violations
Occupational Safety and Health	<ul style="list-style-type: none"> • Basic safety training (First Aid and etc) • List of safety training in the reporting year



SOCIAL

	DEVELOPER
Training	<ul style="list-style-type: none"> • Average and total training hours per employee in the reporting year • Average and total training hours by gender in the reporting year • Average and total training hours by employment category in the reporting year <p>Examples:</p> <ul style="list-style-type: none"> • Develop comprehensive training modules focused on sustainability practices, environmental awareness, and the latest green technologies • Workshops and seminars on social responsibility, including community engagement, labor rights, diversity and inclusion, and workplace safety. • Technical training that keeps staff up-to-date with the latest industry standards, software tools, and engineering methodologies. • Encourage cross-disciplinary learning by exposing employees to different aspects of sustainable development, including environmental science, urban planning, and social sciences.
Supply Chain Management	<ul style="list-style-type: none"> • Proportion of spending on local suppliers
Occupational Safety and Health	<ul style="list-style-type: none"> • Community investment amount data for the reporting year (Actively engage with communities affected by construction projects to understand their needs and concerns) • List of CSR program



SOCIAL

	CONTRACTOR
Our Employees	<ul style="list-style-type: none"> • New recruitment data for the reporting year • Resignations for the reporting year • Gender distribution for the reporting year • Local vs foreign workers distribution for the reporting year • Age distribution for the reporting year • Employment category distribution for the reporting year • Remuneration and benefits • Improving labour practices • Number of substantiated complaints concerning human rights violations <p>Examples:</p> <ul style="list-style-type: none"> • Providing health, accident, and life insurance to protect workers from unforeseen circumstances • Ensuring workers receive fair wages that comply with local laws or industry standards • Establishing grievance redress mechanisms that allow workers to report concerns or violations anonymously and without fear of retaliation • Providing decent accommodation for workers who need to relocate for the project, with access to clean water, sanitation facilities, and communal spaces
Occupational Safety and Health	<ul style="list-style-type: none"> • Lost time incident rate (Steps to prevent incidents from occurring) • Number of employees trained on health and safety standards • List of OSHA training in the reporting year



SOCIAL

	CONTRACTOR
Training	<ul style="list-style-type: none"> • Average and total training hours per employee in the reporting year • Average and total training hours by gender in the reporting year • Average and total training hours by employment category in the reporting year <p>Examples:</p> <ul style="list-style-type: none"> • Develop comprehensive training modules focused on sustainability practices, environmental awareness, and the latest green technologies • Workshops and seminars on social responsibility, including community engagement, labor rights, diversity and inclusion. • Educating staff on health and safety standards and practices, ensuring that contractors provide a safe working environment for their employees, which aligns with the company's commitment to worker welfare. • Workshop on best practices for minimizing environmental impact, including waste management, pollution control, and sustainable resource use. • Techniques for effective project scheduling, resource allocation, and time management.
Supply Chain Management	<ul style="list-style-type: none"> • Proportion of spending on local suppliers
Occupational Safety and Health	<ul style="list-style-type: none"> • Community investment amount data for the reporting year (Actively engage with communities affected by construction projects to understand their needs and concerns) • List of CSR program



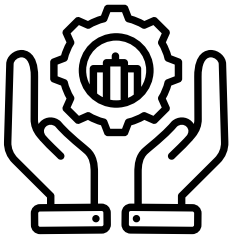
SOCIAL

	CONSULTANT (ECP) & ENGINEERING SERVICES
Our Employees	<ul style="list-style-type: none"> • New recruitment data for the reporting year • Resignations for the reporting year • Gender distribution for the reporting year • Local vs foreign workers distribution for the reporting year • Age distribution for the reporting year • Employment category distribution for the reporting year • Remuneration and benefits • Improving labour practices • Number of substantiated complaints concerning human rights violations
Occupational Safety and Health	<ul style="list-style-type: none"> • Basic safety training (First Aid and etc) • List of safety training in the reporting year



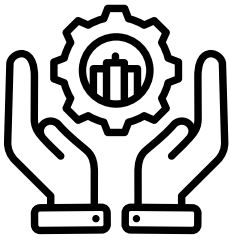
SOCIAL

	CONSULTANT (ECP) & ENGINEERING SERVICES
Training	<ul style="list-style-type: none"> • Average and total training hours per employee in the reporting year • Average and total training hours by gender in the reporting year • Average and total training hours by employment category in the reporting year <p>Examples:</p> <ul style="list-style-type: none"> • Develop comprehensive training modules focused on sustainability practices, environmental awareness, and the latest green technologies • Workshops and seminars on social responsibility, including community engagement, labor rights, diversity and inclusion • Technical training that keeps staff up-to-date with the latest industry standards, software tools, and engineering methodologies • Courses on designing and implementing energy-efficient systems and integrating renewable energy sources into building projects • Training on leveraging technology and innovation to enhance ESG performance, including the use of building information modeling (BIM), smart building technologies, and data analytics
Supply Chain Management	<ul style="list-style-type: none"> • Proportion of spending on local suppliers
Occupational Safety and Health	<ul style="list-style-type: none"> • Community investment amount data for the reporting year (Actively engage with communities affected by construction projects to understand their needs and concerns) • List of CSR program



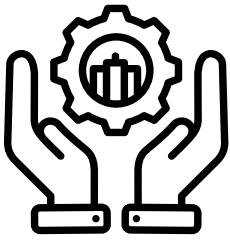
GOVERNANCE

Governance	<ul style="list-style-type: none">• The number of Directors in the company• List of board of governance structure including committees
Privacy and Data Protection	Disclosure the total number and nature of substantiated complaints received concerning customer privacy and loss of customer data
Legal Compliance	List of company's legal compliance
Policies	List of company's policies including but not limited to <ul style="list-style-type: none">• Anti-Corruption Policy• Whistleblowing Policy• Health and Safety Policy• Code of Conduct



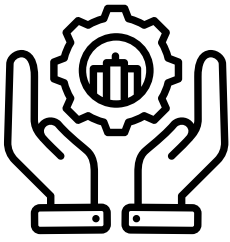
GOVERNANCE

	DEVELOPER
Governance	<ul style="list-style-type: none"> • Sustainability Committee • Risk Management Committee • Environmental & Governance Compliance - mainly based on legal and statutory requirements, if any • Promote diversity within the board of directors and leadership teams • Closure of grievances with stakeholders • Establish and enforce a code of ethics that outlines expectations for integrity, fairness, and accountability in all business dealings. • Develop a systematic approach to engaging with stakeholders, including employees, clients, suppliers, and the community. • Advertising Permit and Developer License (APDL) from Ministry of Housing and Local Government (KPKT) • Annual Account audit to Suruhanjaya Syarikat Malaysia (SSM) • ISO Standard if any
Privacy and Data Protection	<ul style="list-style-type: none"> • Number of substantiated complaints concerning breaches of customer policy and loss of customer data • ISO 27001 Standard for Information Security Management Systems (ISMS)



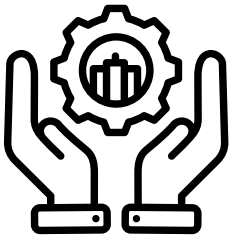
GOVERNANCE

	DEVELOPER
Legal Compliance	<ul style="list-style-type: none">• List of company's legal compliance
Policies	<ul style="list-style-type: none">• List of company's policies including but not limited to• Anti-Corruption Policy• Whistleblowing Policy• Health and Safety Policy• Code of Conduct



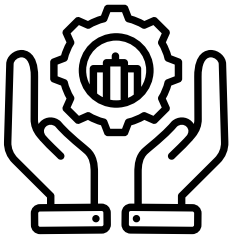
GOVERNANCE

	CONTRACTOR
Governance	<ul style="list-style-type: none"> • Sustainability Committee • Risk Management Committee • Environmental & Governance Compliance - mainly based on legal and statutory requirements, if any • Promote diversity within the board of directors and leadership teams • Closure of grievances with stakeholders • Establish and enforce a code of ethics that outlines expectations for integrity, fairness, and accountability in all business dealings. • Develop a systematic approach to engaging with stakeholders, including employees, clients, suppliers, and the community. • Annual Account audit to Suruhanjaya Syarikat Malaysia (SSM) • Statutory Registration (CIDB and etc) • ISO Standard if any
Privacy and Data Protection	<ul style="list-style-type: none"> • Number of substantiated complaints concerning breaches of customer policy and loss of customer data • ISO 27001 Standard for Information Security Management Systems (ISMS)



GOVERNANCE

	CONTRACTOR
Legal Compliance	<ul style="list-style-type: none">• List of company's legal compliance Examples: <ul style="list-style-type: none">• Erosion and Sediment Control Plan (ESCP)• Environmental Management Plan (EMP)
Policies	<ul style="list-style-type: none">• List of company's policies including but not limited to• Anti-Corruption Policy• Whistleblowing Policy• Health and Safety Policy• Code of Conduct



GOVERNANCE

	CONSULTANT (ECP) & ENGINEERING SERVICES
Governance	<ul style="list-style-type: none"> • Environmental & Governance Compliance - mainly based on legal and statutory requirements, if any • Annual Account audit to Suruhanjaya Syarikat Malaysia (SSM) • ISO standard, if any • Statutory Registration (BEM, ST and etc)
Privacy and Data Protection	<ul style="list-style-type: none"> • Number of substantiated complaints concerning breaches of customer policy and loss of customer data • ISO 27001 Standard for Information Security Management Systems (ISMS)
Legal Compliance	<ul style="list-style-type: none"> • List of company's legal compliance <p>Example:</p> <ul style="list-style-type: none"> • Design Compliance with Code of Practice
Policies	<ul style="list-style-type: none"> • List of company's policies including but not limited to • Anti-Corruption Policy • Whistleblowing Policy • Health and Safety Policy • Code of Conduct



Chapter 4

Reporting Template

- Sample of Basic Sustainability Reporting Template

SAMPLE BERHAD/SDN BHD

**SUSTAINABILITY
REPORT
2024**



Table of CONTENTS

1	About Sample Berhad/Sdn Bhd
2	About this report
3	Message from Director
4	Our approach to Sustainability
5	Environment – Energy Consumption
6	Environment – Water Consumption
7	Environment – Waste Management
8	Environment – GHG Emissions
9	Social – Our Employees
10	Social – Occupational Safety & Health
11	Social – Training and Development
12	Social – Corporate Social Responsibility
13	Governance – Our Commitment
14	Governance – Privacy and Data Protection
15	Governance – Anti-Bribery & Anti Corruption
16	Governance – Legal Compliance
17	Conclusion

About Sample Berhad/Sdn Bhd

03

Sample Berhad/Sdn Bhd is a versatile developer / contractor / consultant in Malaysia and boasts a global presence across Asia countries. With a core focus on built environment, our mission is to intensify our dedication towards providing eco-friendly and sustainable development offerings to our clientele. This strategic approach is designed to ensure consistent and long-term growth, aligning with our pledge to environmental stewardship and social accountability.

About this report

04

Scope of Reporting

Reporting Period



Report Framework



In reference to framework and guidelines

Feedback

Kindly reach out to us at

Mr Sample

Email: general@sample.com.my



Message from Director

05

Director / CEO message to the stakeholders on the organisation sustainability achievement and future plans.

Our Approach to Sustainability

At Sample, we view sustainability as more than just a trendy term; it's a core value that influences every facet of our work. Our sustainability ethos is anchored in our dedication to innovation, teamwork, and perpetual enhancement. To embody this commitment, we have aligned our sustainability efforts with the United Nations Sustainable Development Goals, underscoring our dedication to making a meaningful impact.

Our Initiatives

SDGs

- We're dedicating resources to the training and skill enhancement of our employees.
- We're coordinating sessions on sustainability engagement and training for both our directors and employees.



- We are implementing a good practice in recycling and water saving at our operation site.



- We are responsible on our waste management.

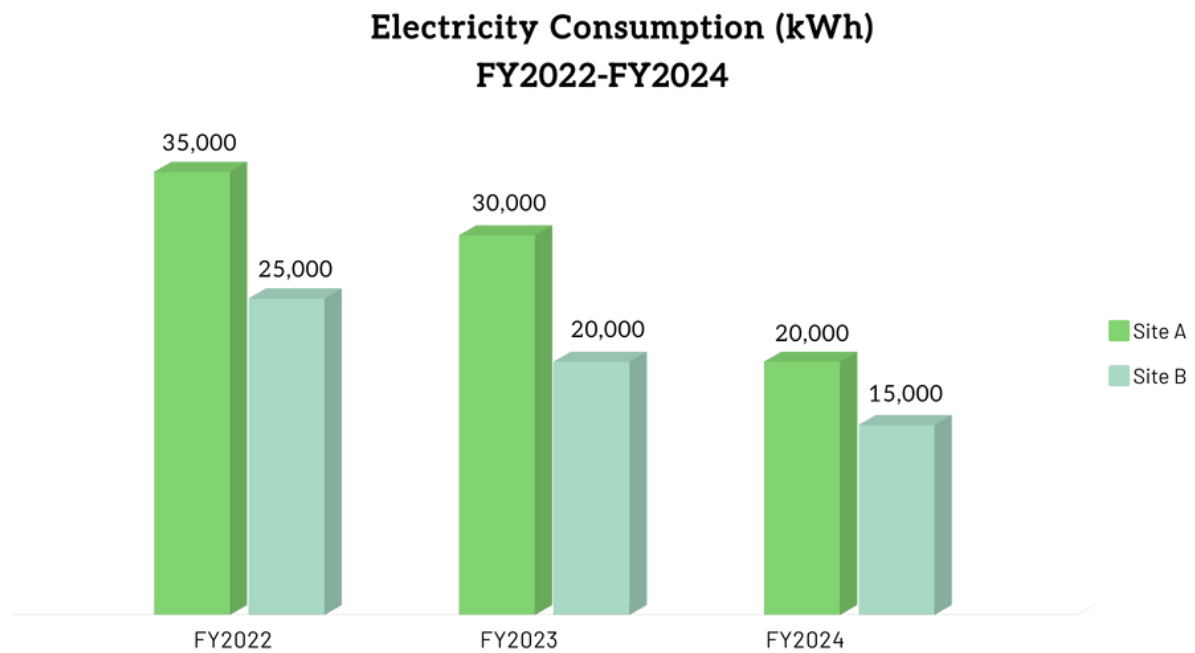


- We are disclosing our GHG Emissions including Scope 1, 2 and 3.



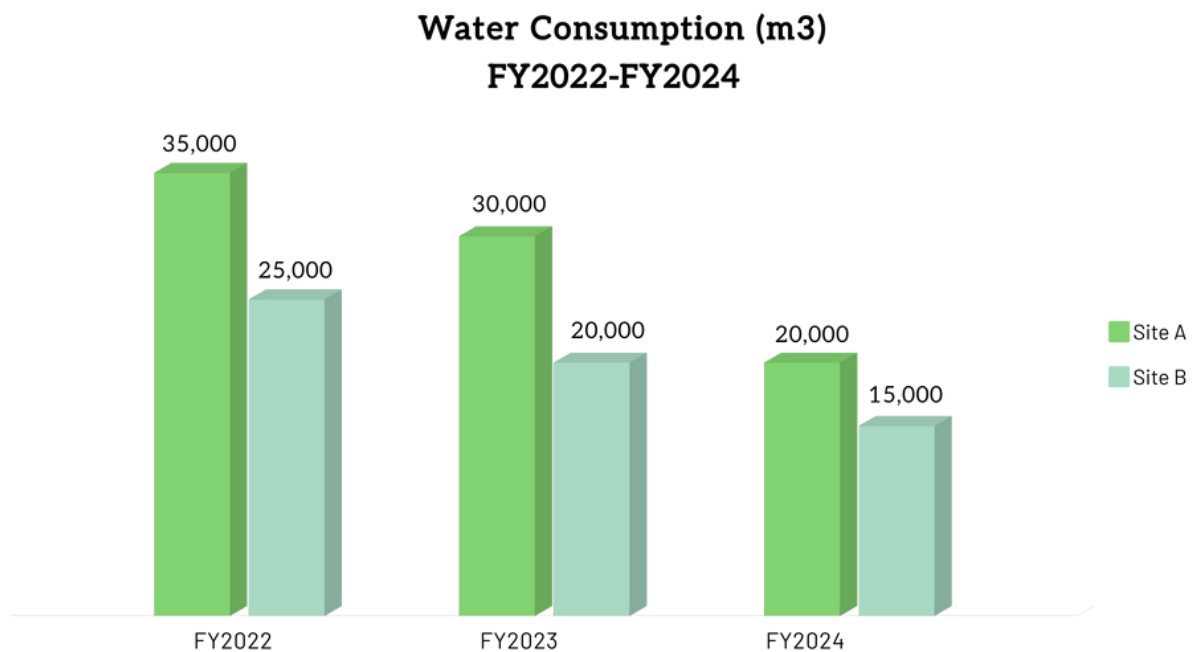
Energy Consumption

Sample is committed to disclosing our energy consumption for three financial year starting from 2022.



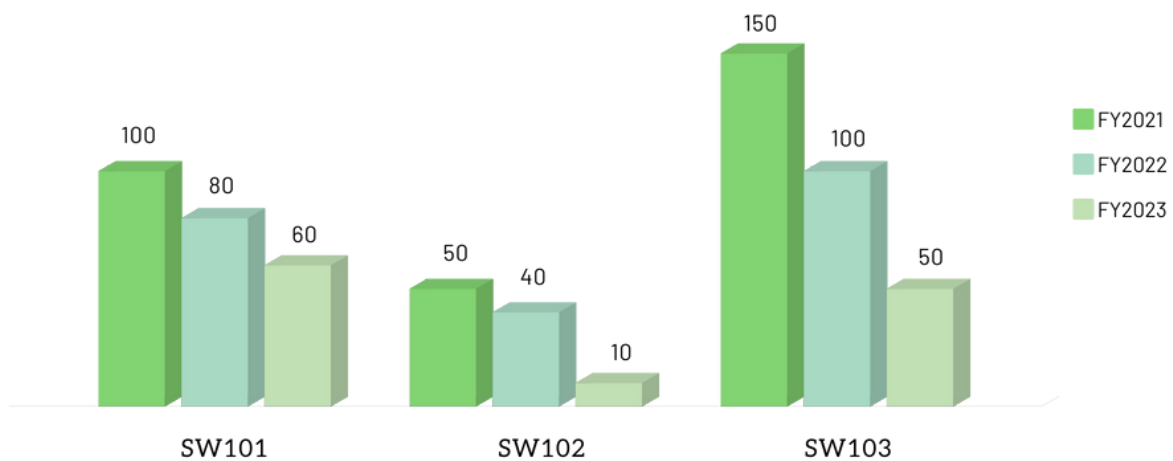
Water Consumption

Our operation site recorded a total water consumption of 35000 m³ in FY2024. Below are the detailed breakdowns of this consumption.



Waste Management

Recycled Waste- Scheduled Waste (tonne)
FY2022-FY2024



At Sample, our total waste generation is 300 tonnes and it comprises of three types of wastes as potray as above.

GHG Emissions

Sample is advancing towards its goal of reaching net zero carbon emissions by 2050 by taking a significant step in evaluating our carbon footprint for the first time in FY2024. This evaluation includes our Scope 1 (Direct), Scope 2 (Indirect), and Scope 3 (Category 3) carbon emissions, marking a comprehensive assessment of our environmental impact.

GHG Emissions (tCO ₂ e)	
Metric	2024
Scope 1 (Company Vehicle)	100.00
Scope 1 (Machinery)	100.00
Scope 2 (Energy Consumption)	100.00
Scope 3 (Category 1)	100.00
Total	400.00

**Scope 1 GHG emission is calculated according to the Standard A*

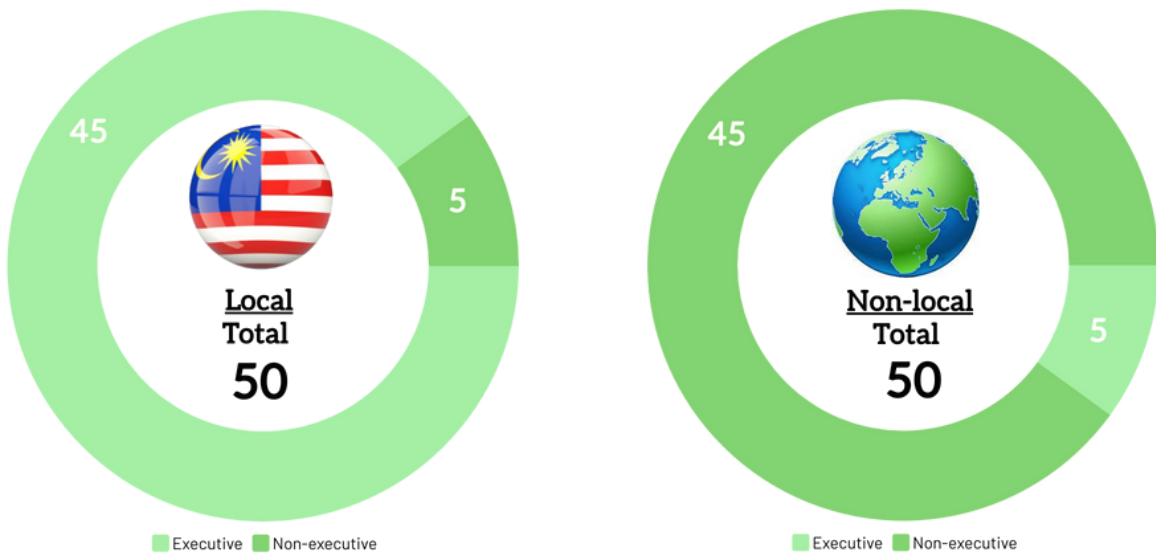
**Scope 2 GHG emission is calculated according to the Standard B*

**Scope 3 GHG emission is calculated according to the Standard C*

Our Employees

In FY2024, Sample employed a total of 100 individuals, comprising 50 local employees and 50 foreign employees.

FY2024 Diversity



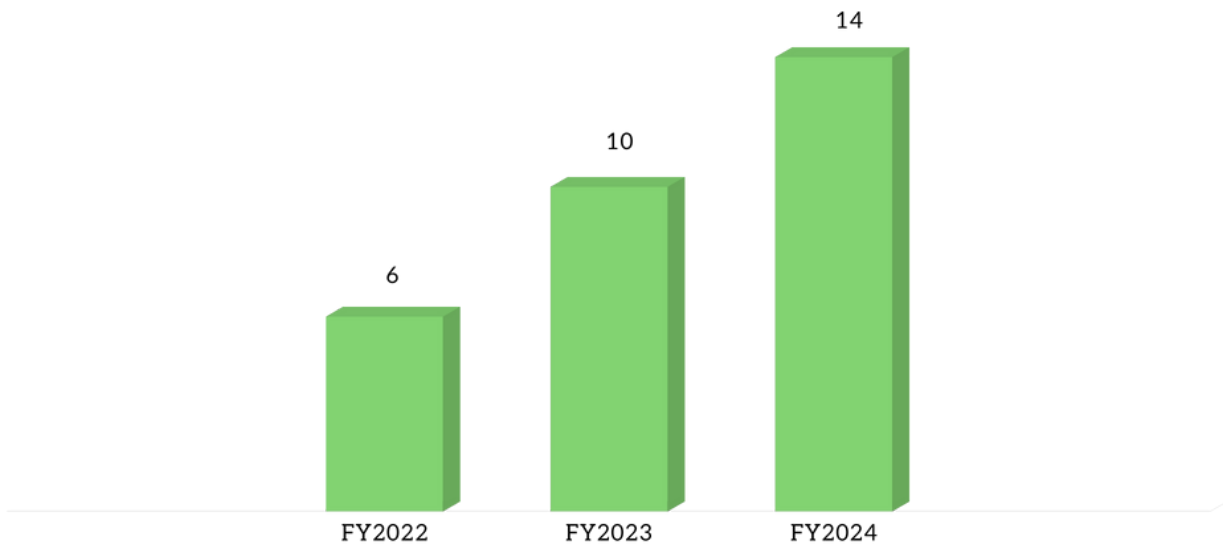
Occupational Safety and Health

Sample acknowledges that sustainability extends beyond environmental care to include the welfare of our employees. Being a responsible organisation, we recognize the crucial importance of occupational safety and health (OSH) in fostering a sustainable and prosperous work environment. Therefore, we are dedicated to embedding sustainable OSH measures throughout all areas of our business activities. We consistently maintain the strictest safety protocols in our workplace and guarantee that our employees are fully informed and aware of the necessary safety procedures.

Training and Development

We are dedicated to the ongoing skill development of our employees, ensuring they receive vital training opportunities.

**Average Training Hours per Employee
FY2022-FY2024**



Training and Development

General Training Courses

- 1.Environmental, Social and Governance (ESG) the Ways Forward.

Safety & Health Training Courses

- 1.Occupational Safety & Health Coordinator.
- 2.First Aid at Work Place Training

Our Commitment

At Sample, sustainability is fundamental to our operations. We understand the crucial importance of governance in maintaining responsible and ethical business conduct. Our commitment to transparency, accountability, and compliance with regulatory frameworks ensures that we operate with the utmost integrity and earn the trust of our stakeholders. By cultivating a governance culture that prioritises robust oversight, we aim to minimise risks, boost stakeholder trust, and generate sustainable value over the long term. Embracing solid governance practices not only fortifies our business against challenges but also positively impacts our communities and the environment.

Conclusion

16

In conclusion, Sample's dedication to addressing climate change is unwavering. We are committed to conducting in-depth assessments, ensuring transparent communication, and implementing effective strategies to manage climate-related risks and opportunities. This commitment is particularly crucial in the built environment sector, where we recognise our role in promoting sustainable development and reducing carbon footprints. With the steadfast support of our Director and the tireless efforts of our devoted teams, Sample is proactive in working alongside stakeholders.

Our collaborations are aimed at driving innovation and adopting practices that lead to more sustainable buildings and infrastructure. Together, we are striving to achieve our ambitious objective of attaining net-zero carbon emissions by 2050, making significant strides towards sustainability in the built environment sector. This goal reflects our broader commitment to environmental stewardship and our determination to play a pivotal role in the global transition to a low-carbon economy.



Chapter 5

Conclusion

Conclusion

Environmental, Social, and Governance (ESG) considerations have emerged as a central focus across various sectors of business, including the built environment, in Malaysia. ESG factors are increasingly critical not just for attracting new investment but also for ensuring the long-term viability of businesses in the face of challenges. Given the significant role the built environment plays in GHG emissions, there is a pressing need for this sector to actively engage in monitoring and reducing carbon emissions. This is essential for contributing to Malaysia's national goal of achieving net-zero carbon emissions.

In response to this need, the Institution of Engineers Malaysia (IEM) has taken a proactive step by introducing the "Simplified ESG Disclosure for Built Environment." This guide is designed to support key industry players, including developers, contractors, and consultants & engineering services, by providing a straightforward guideline for ESG disclosure. It is structured into four main sections: an overview, an examination of the built environment in Malaysia, a guide to simplified ESG disclosure, and a reporting template.

This simplified guide plays a crucial role in fostering ESG adoption within the built environment sector. It aims to help businesses realign their strategies and priorities towards sustainable development, thus ensuring a more environmentally responsible and sustainable approach within their operations.

Appendix

Unit template

Environmental

• Energy Consumption	kWh/MWh
• Water Consumption	m ³
• Waste Consumption	Metric tonnes
• Scope 1 GHG emissions	Metric tonnes
• Scope 2 GHG emissions	Metric tonnes
• Scope 3 GHG emissions	Metric tonnes

Social

• Number of employees	Number
• Number of local vs foreign employees	Number
• Turnover rate	Percent
• Percentage of employees by gender	Percent
• Percentage of employees by age	Percent
• Percentage of directors by gender	Percent
• Total number of training hours	Hours
• Average hours of training per employee	Hours
• Number of fatalities	Number
• Number of injuries	Number
• Number / Percentage of employees trained in health and safety standards	Number / Percent
• Total CSR contribution	MYR

Unit template

Governance

- Number of directors Number
- Governance structure Structure
- List of company policies List
- Number of confirmed corruption cases Number
- Number of customer data privacy complaints Number



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