



**ORIENTAL
HOLDINGS
BERHAD** (5286-U)

2016 SUSTAINABILITY REPORT



OUR VISION

Oriental Holdings Berhad aims to achieve sustainable business growth and enhance shareholders value.

OUR MISSION

We seek to be a highly competitive organisation through innovation, and achieve continuous improvements in our businesses.

OUR VALUES



Our people are our valued business core.



Our customers are our focus of excellence.



Our business integrity is our commitment and responsibility.



Our shareholders are our utmost important business relationship.

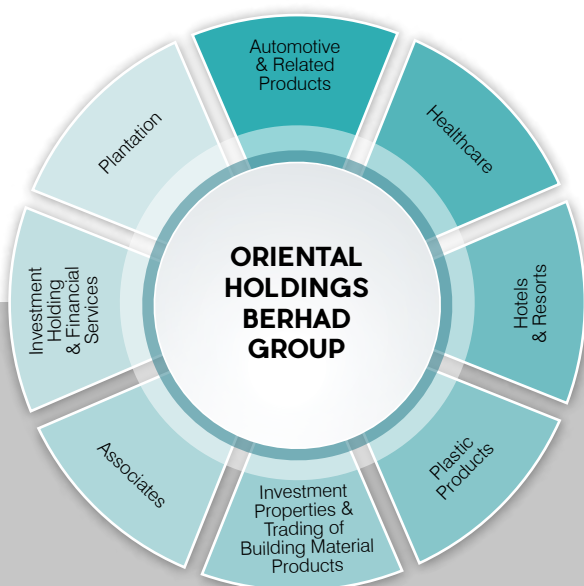


Our dedication for continuous improvement is our core driving force.

CONTENTS

2	CORPORATE PROFILE
7	FINANCIAL HIGHLIGHTS
8	GROUP CORPORATE STRUCTURE
11	AWARDS & RECOGNITIONS
12	EXECUTIVE CHAIRMAN'S MESSAGE
14	ABOUT THIS REPORT
18	MATERIALITY
19	STAKEHOLDER ENGAGEMENT
20	AREA 1: CORPORATE GOVERNANCE
26	AREA 2: WORKPLACE
30	AREA 3: ENVIRONMENT
35	AREA 4: COMMUNITY
38	GRI G4 CONTENT INDEX

CORPORATE PROFILE



ORIENTAL HOLDINGS BERHAD (“OHB”)

is among the region’s leading conglomerate with its roots embedded in the hearts of countries such as Malaysia, Singapore, Indonesia, Brunei, Australia, New Zealand, United Kingdom, Mauritius, Thailand, People’s Republic of China and Vietnam.

Oriental Holdings Berhad operates as an investment holding company. It is a Malaysian-based conglomerate established on 24 December 1963 as a private limited company under the Companies Act, 1965 and was converted to a public company on 22 February 1964 under its present name. OHB was listed on the Main Market of Bursa Malaysia Securities Berhad since 10 March 1964. As a responsible company, we are committed to acting with integrity, complying with laws and regulations along with company codes and policies, valuing team diversity and contributions from all.





CORPORATE PROFILE

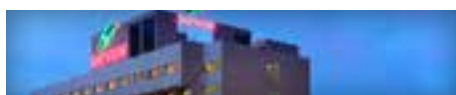
Oriental Holdings Berhad was incorporated on 24 December 1963 and was listed on the Main Market of Bursa Malaysia Securities Berhad since 10 March 1964 with an issued share capital of RM 9M. A diversified Group comprising 69 subsidiaries and 14 associated companies with business activities in the countries such as Malaysia, Singapore, Indonesia, Brunei, Australia, New Zealand, United Kingdom, Mauritius, Thailand, People's Republic of China and Vietnam. Oriental's business activities cover seven core segments, namely:



Automotive and Related Products



Plastic Products



Hotels and Resorts



Plantation



Investment Holding and Financial Services



Investment Properties and Trading of Building Material Products



Healthcare

Under the Automotive Division, Kah Motor is the distributor for Honda vehicles in Singapore and Brunei and operates eight out of 88 of the Honda dealerships in Malaysia. Kah Classic currently operates three Mitsubishi dealerships in Malaysia and is looking to expand its dealership network in Mitsubishi and explore into other brands.

The Plastic Division is headed by its 60% subsidiary, Teck See Plastic ("TSP"), one of the oldest auto parts manufacturing companies in Malaysia. It started a JV with Hicom in the 1980s to supply plastic molding to Proton and is one of the dominant players in the business. With the ongoing JV with Kasai Kogyo Japan, TSP Group is keen to expand into other related integrated services.

The Hotels and Resorts Division currently owns 10 hotels, four of which are in Australia, two in New Zealand and one each in Malaysia, Singapore, Thailand and United Kingdom. The division will continue to acquire choice properties to expand its hospitality operations and is keen to expand its business globally when the opportunity arises.

The Plantation Division has consistently provide a positive contribution to the Group's performance and endeavors to contribute significantly to the Group's performance. The division's operations in Indonesia currently comprises two matured plantations, one maturing with over 33,000 Ha planted and three CPO Mills in Bangka Island. A further five companies are under development with over 60,000 Ha land bank in South Sumatra. To date, over 21,400 Ha of the concession area in South Sumatra has been acquired, over 9,000 Ha has been planted and the harvesting area is now over 3,000 Ha. The division plans to plant at least 2,000 Ha annually.

It has generated a healthy cash pile over the years and is still expanding. A fourth CPO Mill, the first for South Sumatra is targeted to be commissioned by end of 2018. A replanting program will kick off in 2017 for the first matured plantation followed by the next in 2018. The division has a planted area of 4,840 Ha in Malaysia.

Most of the business activities in the Investment Properties and Trading of Building Material Products Division are in the supply of building materials. However, in 1997, Oriental was given a concession by the Melaka state government to reclaim a total of 1,125 acres in Klebang, Melaka. The Group has reclaimed 710 acres of sea off the Melaka coastline out of the concession area and a further 275 acres will be reclaimed by Q3 FY2017. Reclamation works are ongoing for the remainder of the concession area which, when completed, will provide valuable land bank for the Group. The recent land acquisition in Melbourne, Australia will be developed into a mixed use of commercial complex and serviced apartments. In addition, a commercial property in the CBD of Melbourne was acquired in 2015 which generating a healthy rental income stream from its commercial leases.

The Investment Holding & Financial Services Division comprises mainly of investment in subsidiaries and other investments for recurring income. The new Healthcare Division was launched following the acquisition of a nursing college in Melaka in September 2011 and the construction

of the medical hub in August 2012 on the group's reclaimed land at Klebang, Melaka. The Medical hub was officially launched on 31 January 2015. The Melaka Straits Medical Centre is a 300 bed medical hub comprising a nursing college and medical establishment. The eight levels medical unit is sited on a 25 acres of the reclaimed land at Klebang, Melaka, just a mere 10 minutes from city center.

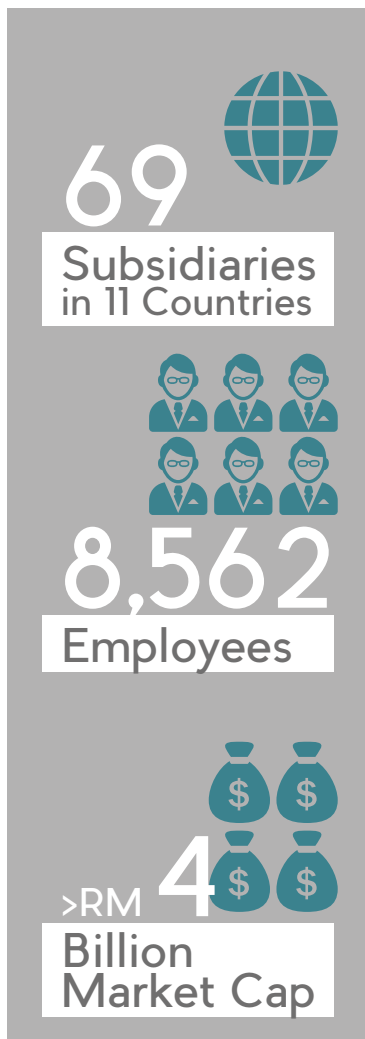
Oriental is open minded when it comes to business opportunities and has always diversified prudently and will continue to focus on businesses that generate recurring and sustainable income.

Oriental is committed towards corporate social responsibility ("CSR") and sustainable development activities which stems from the fundamental principles of good corporate governance and striking a harmonious synergy between corporate pursuits and social obligations. We are committed to the community, environment, customers and employees.



CORPORATE PROFILE

OUR MARKET PRESENCE



Malaysia

- 40 Subsidiaries
- 9 Associates
- 1 Branch



Singapore

- 4 Subsidiaries
- 3 Associates
- 3 Branches



Indonesia

- 9 Subsidiaries
- 1 Associate



Brunei

- 1 Subsidiary



Australia

- 3 Subsidiaries



New Zealand

- 1 Subsidiary



United Kingdom

- 3 Subsidiaries



Mauritius

- 3 Subsidiaries



Thailand

- 2 Subsidiaries
- 1 Associate



China

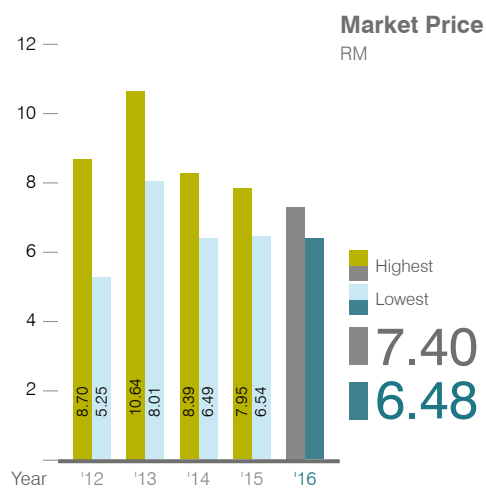
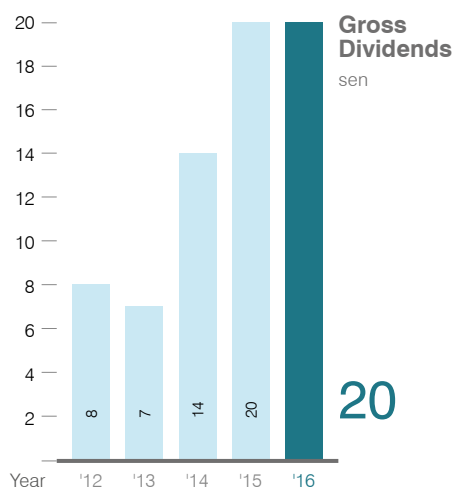
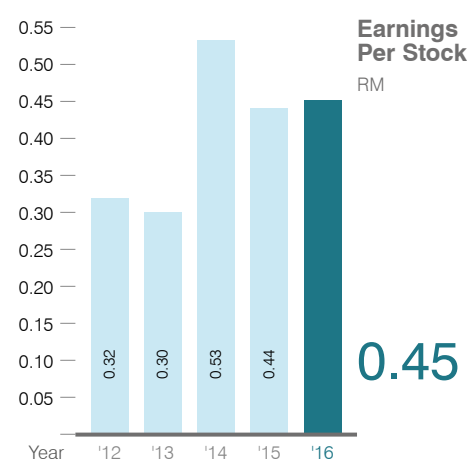
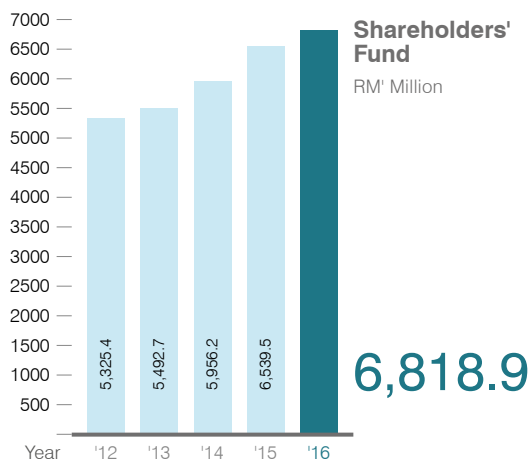
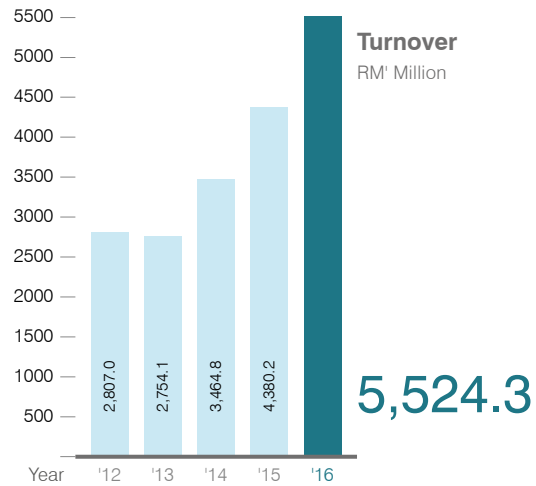
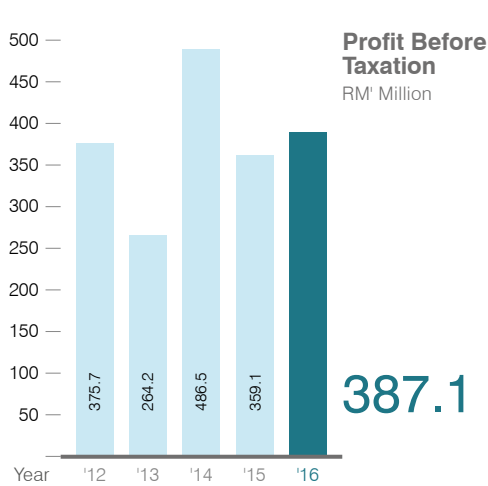
- 2 Subsidiaries



Vietnam

- 1 Subsidiary

FINANCIAL HIGHLIGHTS



GROUP CORPORATE STRUCTURE

NAME OF SUBSIDIARIES & ASSOCIATES

Automotive and Related Products	AAP	: Armstrong Auto Parts Sdn. Berhad
	ACP	: Armstrong Cycle Parts (Sdn.) Berhad
	ACPV	: Armstrong Component Parts (Vietnam) Co., Ltd (Commenced member's voluntary winding up on 6 February 2017)
	AR	: Armstrong Realty Sdn. Bhd.
	ATS	: Armstrong Trading & Supplies Sdn. Bhd.
	BSB	: Boon Siew (Borneo) Sendirian Berhad
	HM	: Happy Motoring Co. Sdn. Bhd.
	Kah M	: Kah Motor Company Sdn. Berhad
	KBA	: Kah Bintang Auto Sdn. Bhd.
	KC	: Kah Classic Auto Sdn. Bhd.
	KMA	: KM Agency Sdn. Bhd.
	KP	: Kah Power Products Pte. Ltd.
	OA	: Oriental Assemblers Sdn. Bhd. (Finalised the disposal by the second quarter of 2017)
Plastic Products	AI	: Armstrong Industries Sdn. Bhd.
	CC	: Compounding & Colouring Sdn. Bhd.
	DF	: Dragon Frontier Sdn. Bhd.
	KTSM	: Kasai Teck See (Malaysia) Sdn. Bhd.
	LMold	: Lipro Mold Engineering Sdn. Bhd.
	OIW	: Oriental Industries (Wuxi) Co., Ltd.
	OKI	: PT Oriental Kyowa Industries
	ONDE	: Oriental Nichinan Design Engineering Sdn. Bhd.
	OSI	: Oriental San Industries Sdn. Bhd.
Hotels and Resorts	TSP	: Teck See Plastic Sdn. Bhd.
	30Ben	: 30 Bencoolen Pte. Ltd.
	KNZ	: KAH New Zealand Limited
	KAust	: KAH Australia Pty Limited
	Bint	: Bayview International Sdn. Bhd.
	KPCL	: Kingdom Properties Co. Limited
	SBHL	: Silver Beech Holdings Limited
	SBIOM	: Silver Beech (IOM) Limited
	SBO	: Silver Beech Operations UK Limited
Plantation	SBL	: Suanplu Bhiman Limited
	PSH	: Park Suanplu Holdings Co., Ltd.
	ORPO	: Oriental Rubber & Palm Oil Sdn. Berhad
	PT BSSP	: PT Bumi Sawit Sukses Pratama
	PT DAM	: PT Dapo Agro Makmur
	PT GBina	: PT Gunungsawit Binalestari
	PT GML	: PT Gunung Maras Lestari
	PT GSSL	: PT Gunung Sawit Selatan Lestari
	PT PPA	: PT Pratama Palm Abadi
	PT SAP	: PT Surya Agro Persada
	PT SSL	: PT Sumatera Sawit Lestari

Investment Holding and Financial Services	Juta	: Jutajati Sdn. Bhd.
	KWE	: Kwong Wah Enterprise Sdn. Bhd.
	NMEO	: North Malaya Engineers Overseas Sdn. Bhd.
	OAM	: Oriental Asia (Mauritius) Pte. Ltd.
	OAMS	: OAM Asia (Singapore) Pte. Ltd.
	OBSM	: Oriental Boon Siew (Mauritius) Pte. Ltd.
	OBSS	: OBS (Singapore) Pte. Ltd.
	OC	: Syarikat Oriental Credit Berhad
	OIM	: Oriental International (Mauritius) Pte. Ltd.
	SP	: Selasih Permata Sdn. Bhd.
Investment Properties and Trading of Building Material Products	Ken	: Kenanga Mekar Sdn. Bhd.
	KU	: Konkrit Utara Sdn. Bhd. (Commenced member's voluntary winding up on 1 September 2016)
	LT	: Lipro Trading Sdn. Bhd.
	NME	: North Malaya Engineers Trading Company Sdn. Bhd.
	NMX	: North Malaya (Xiamen) Steel Co., Ltd.
	OAA	: Oriental Asia (Aust.) Pty. Ltd.
	OAMA	: OAM (Aust) Pty. Ltd.
	OBS(M)	: Oriental Boon Siew (M) Sdn. Bhd.
	OR	: Oriental Realty Sdn. Bhd.
	SU	: Simen Utara Sdn. Bhd.
	UG	: Ultra Green Sdn. Bhd.
	UMix	: Unique Mix (Penang) Sdn. Bhd.
	UniMix	: Unique Mix Sdn. Bhd.
	UP	: Unique Pave Sdn. Bhd.
Healthcare	LBSE	: Loh Boon Siew Education Sdn. Bhd.
	MSM	: Melaka Straits Medical Centre Sdn. Bhd.
	NILAM	: Nilam Healthcare Education Centre Sdn. Bhd.
Associates	BBDS	: Bukit Batok Driving Centre Ltd.
	BSH	: Boon Siew Honda Sdn. Bhd.
	BSKah	: B. S. Kah Pte. Ltd.
	ChDev	: Chainferry Development Sdn. Berhad
	HAP	: Honda Autoparts Manufacturing (M) Sdn. Bhd.
	HCM	: Hitachi Construction Machinery (Malaysia) Sdn. Bhd.
	HTSM	: Hicom Teck See Manufacturing Malaysia Sdn. Bhd.
	KST	: Kasai Teck See Co., Ltd.
	PgA	: Penang Amusements Company Sdn. Berhad
	PT KTS	: PT Kasai Teck See Indonesia
	PWR	: Penang Wellesley Realty Sdn. Berhad
	SPP	: Southern Perak Plantations Sdn. Berhad
	S0th	: Super Othello Sdn. Bhd.
	SSDC	: Singapore Safety Driving Centre Ltd.

GROUP CORPORATE STRUCTURE

ORIENTAL HOLDINGS BERHAD

Automotive & Related Products		Plastic Products		Hotels & Resorts		Plantation		Investment Holding & Financial Services		Investment Properties & Trading of Building Material Products		Healthcare		Associates	
AAP	ACP	AI	CC	Kah M		ORPO	PT BSSP	Juta	KWE	Ken	KU*	MSM	LBSE	BBDS	BSH
ACPV*	AR	DF	KTSM	- Bayview Hotel Melaka - 30 Bencoolen		PT DAM	PT GBina	NMEO	OAM	LT	NME	NILAM		BSKah	ChDev
ATS	BSB	LMold	OIW			PT GML	PT GSSL	OAMS	OBSM	NMX	OAA			HAP	HCM
HM	Kah M	OKI	ONDE	KAust				OBSS	OC	OAMA	OBS (M)			HTSM	KST
KBA	KC	OSI	TSP	- Bayview Geographe Resort, WA - Bayview Eden, Melbourne - The Sydney Boulevard Hotel - Bayview on the Park, Melbourne - 100 William Street		PT PPA	PT SAP	OIM	SP	OR	SU			PgA	PT KTS
KMA	KP					PT SSL				UG	UMix			PWR	SOth
OA*										UniMix	UP			SPP	SSDC
				KNZ											
				- Bayview Chateau Tongariro - Bayview Wairakei Resort											
				30Ben	Bint										
				KPCL	SBHL										
				SBO	SBIOM										
				SBL	PSH										

SUBSIDIARIES ASSOCIATES

* Under member's voluntary winding up & disposal proceeding.

AWARDS & RECOGNITIONS



QUALITY PERFORMANCE (Good Quality Motorcycle Parts)

In recognition for the assistance extended to achieve (Honda Philippines Incorporation) goals and commitment to supply good quality motorcycle parts (Quality Performance) from Honda, Japan in 2016. This award was presented to Armstrong Auto Parts Sdn Berhad in Manila.



SOCIAL SECURITY AGENCY

PT. Gunung Maras Lestari has received Certificate of Recognition in regard to BPJS (Badan Penyelenggara Jaminan Sosial / Social Security Agency) from Indonesian Government in 2016.



WORKER HEALTH EXAMINATION CERTIFICATE

In recognition for providing periodical medical examination to employees for 2016 received by PT Gunung Maras Lestari from Department of Labor, Provinsi Kep. Bangka Belitung - Pangkalpinang.



BEST SAFETY ADMINISTRATION (Three), Provincial Level

PT. Gunung Maras Lestari has received the Best Safety Administration (Three), Provincial Level, for year 2016 from Department of Labor, Prov. Bangka Belitung.

EXECUTIVE CHAIRMAN'S MESSAGE

“

We view sustainability as the cohesion between what we do now and respond of that decision to sustain priorities of our company

”

Oriental Holdings Berhad has shown high appreciation towards shared value proposition by being more sensitive and caring for both our internal and external stakeholders.

In the past years, we have embedded sustainability essence into our management approaches and decisions. Aspects such as environmental importance closely linked to our plantation and employee trainings given utmost appreciation by our automotive business sector. Although, this has not escalated before, we find adopting sustainability values into our businesses not an abrupt challenge. We believe sustainable business is the only way forward. Thus, we are proud to present you, as our most valued stakeholders, OHB's inaugural Sustainability Report for year 2016.

Our Governance

We have aligned our corporate governance as the backbone of our business processes. Every year, we evaluate and analyse the current available policies and find ways to improvise in order to adopt new business needs and challenges. Various code of conduct has been designed and redesigned to match our business flow such as Code of Ethics on External Environment; on Work Environment; on Safe and Healthy Environment and on Fair Dealing with Others. It has been a great importance for us to fulfil all legislation requirements through our business conduct. This has been portrayed well throughout our reporting year, as there were no breach of any legal requirements or penalty imposed by the authorities. We always take one step further where mitigation is concerned because our business caters various countries and regions, resulting different regulations needed to be met.





Our People

We also continue focus on evolving our people, not just in revenue plans but ensuring that our employees are in a well-deserved environment. We believe that well-knowledge employees are the drive for our success. OHB has shown effort by sending employees to trainings such as operational, first aid and work safety. Recognising our employees' continuous efforts, we have laid Employer's Pledge on Fair Employment Practices to ensure our people are treated on the basis of merit regardless of age, race, gender, religion, marital status and family responsibilities or disability. In 2016, we have recorded 8,562 employees, with 26% from the total are female, ratio of 1 female to every 3 males in OHB. We have always believed in experienced employees to steer our core business, clearly shown as recorded 6% of our working strength consist of those above the age of 55. This does not mean we undermine the younger generations, as we also believe that the future experts are to be valued. This is shown by 30% of our people are aged 30 years and below.

Our Environment

We have begun to monitor our business impact to the environment and work on our carbon reduction strategies. As we continue to grow regionally, our direct influence to the environment also expands. We are taking steps to incorporate environmental impacts and build the data, tools and transparency required to embed these impacts into our strategies. We believe that as one of our main business, plantation processes relate closely to our aim to reduce our environmental impacts. Our plantation has conducted Roundtable on Sustainable Palm Oil (RSPO) Gap Analysis in 2016 and we are now carrying out corrective actions in order to comply with RSPO requirements.

We aim to join RSPO membership and achieve RSPO certification in 2020. We also show our commitment by fulfilling the requirements of Indonesian Sustainable Palm Oil (ISPO) Standard.

Our Community

We in OHB are committed in deepening our empathetic on social issues and our responsibility to the locals. We feel that it is our accountability to contribute, help the local communities in the aspects of economy and important to maintain a sustainable harmonious relationship for mutual benefits. We aim to aspire community to improve and grow with us. We held hands together with local communities where our business operates to acknowledge their importance to our business. Some of the community encouragement activities done during the reporting period are repair works for schools and mosques, supply clean water for consumption, flood mitigation, road repair and financial assistance.

Looking Ahead

Since this is our inaugural report, we hope to establish better tracking points and strategies to evaluate and consider future changes that need to be addressed. We believe more target based approaches will be done within the coming years and more strategic monitoring factors will be laid out. I trust you will find this Sustainability Report informative and delivers a fair and balanced view of our position and performance on identified material issues.

Datuk Loh Kian Chong
Executive Chairman

ABOUT THIS REPORT



In this Sustainability Report, we review our progression in 2016 and provide details of our commitments and priorities in making our business maneuvers sustainable.

Our report enunciates what sustainability means to our Group with details of managing those significant areas of sustainability. Our mission to be committed in promoting sustainability continues to guide our work. At OHB Group, we are dedicated to continually improving the integration of sustainability into our working environment and business processes. We are committed to accountability and transparency in our sustainability performance.

This is the first time that reporting has been prepared with reference to the GRI G4 Sustainability Reporting. The G4 reporting guidelines has been our primary framework in identifying and evaluating the Group's material areas. We are looking forward to move beyond data collection and management towards measuring outcomes and the impact of our work in the near future. We have identified our gaps and understood our challenges, and we aspire to improve these areas, especially our key priorities.

Scope of the Report

- This is the inaugural sustainability report following the GRI G4 guidelines and there were challenges in consolidating the information for the report.
- Therefore, this report focuses on key divisions (i.e. Automotive and Plantation) to begin our sustainability reporting journey.
- This report does not include outsourced activities, joint ventures and suppliers. We have attempted to report only issues that are material to Oriental Holdings Berhad (selected subsidiaries).

Reporting Period

This report, which will be produced annually, covers the period from January 1, 2016 to December 31, 2016 (Fiscal/Financial Year 2016). For selected indicators that have been only tracked recently, we have mentioned the reporting duration within the report. There are no significant restatements of data compared to prior years as this report is Oriental Holdings Berhad's earliest.

Availability & Coverage

This report will be made available to shareholders and key stakeholders including business partners, regulators, industry groups, media and the community. It is publicly available online via our website www.ohb.com.my.

Boundary

The report refers to the period January 1, 2016 to December 31, 2016 (unless indicated otherwise), and:

- refers to all activities of Oriental Holdings Berhad (including principal subsidiaries);
- addresses company's operations (offices, products and sales); and
- contains quantitative and qualitative results for indicators presented for the reporting year.

Feedback for the Report

We welcome your comments, thoughts and remarks, which can be directed to:

Oriental Holdings Berhad,
1st Floor, 25B Lebuhr Farquhar, 10200 Penang, Malaysia
Telephone : +604 2638590
Email : ir@ohb.com.my
Webpage : www.ohb.com.my

OHB in FOCUS



Biological Control
– using
**Zero
Baiting**



**Zero
Burning**
New & Replanting
Operations



18,513,700
kWh*
Renewable
Sources (Turbine)



**Beneficial
Plants**
to control pest

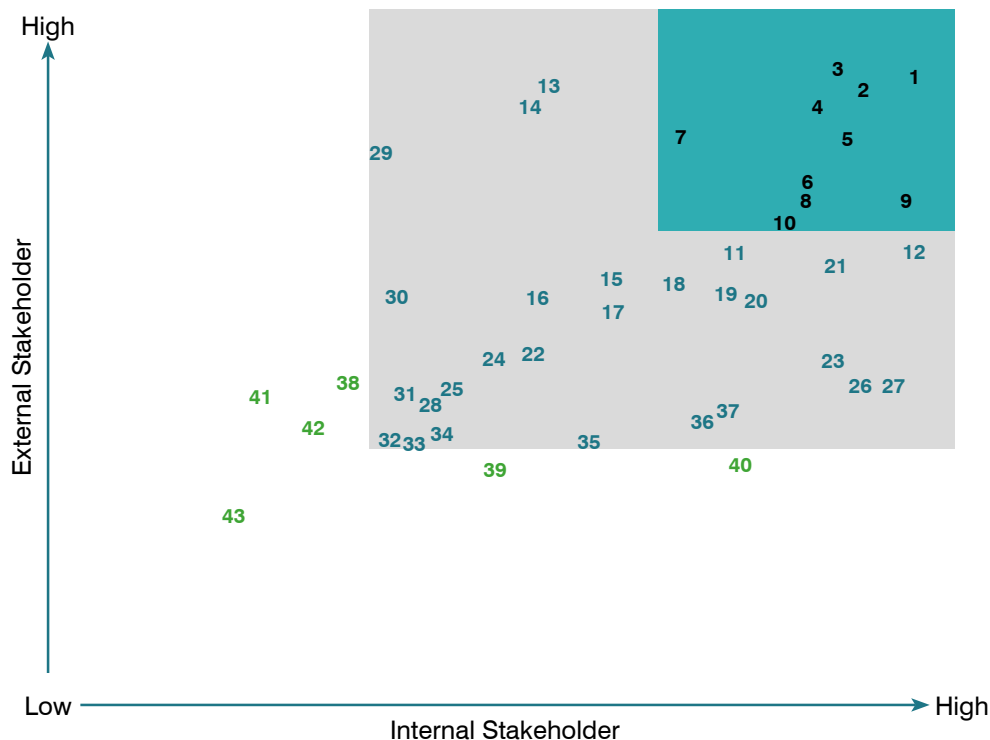


Non Work Related
Training
· First Aid
· PPE Usage**

Note

- Plantation only
- ** Personal Protection Equipment

MATERIALITY



Legend:

M 1	No. of sanctions from non-compliance	23	Indirect economic impact
M 2	Compliance with legal regulations	24	Marketing Compliance
M 3	Profitability	25	GHG Emissions Intensity
M 4	Financial implications from climate change	26	Operational sites in/near protected areas
M 5	Direct economic value	27	Impact of business on biodiversity
M 6	Employee lifelong learning	28	Scope 1 GHG emission (direct)
M 7	Assessment of health/safety of products	29	Product Energy Requirement
M 8	Learning and performance improvement	30	Negative impact on local community
M 9	Health/Safety of product compliance	31	Reduction of GHG emissions
M 10	Energy Consumption	32	Minimum notice periods
11	Provision of good compliance	33	Scope 3 GHG emission (others)
12	Amount of fines from non-compliance	34	Scope 2 GHG emission (energy)
13	NOx, Sox, other significant air emissions	35	Work Related diseases
14	Ozone-depleting substances emissions	36	Product quality and service at dealership
15	Equal remuneration by gender	37	Infrastructure development
16	Environmental impact of products	38	Local community engagement
17	Employee Benefits	39	Work Related Injuries
18	Customer satisfaction	40	Product Labeling Compliance
19	Employee career development	41	Social Issue/Charity Work
20	Waste and Disposal	42	Anti-competitive behavior
21	Employee training	43	Representation in worker safety committees
22	Health/Safety topics in trade union agreements		

M Material indicators; indicators to be disclosed in Sustainability Report

Note: Materiality Matrix was computed based on Main Office & selected subsidiaries (Plantation & Automotive).

STAKEHOLDER ENGAGEMENT

Our stakeholders are highly diverse, reflecting the depth of our footprint within local reach of global market. We have identified our main stakeholder groups using the GRI G4 guidelines. Based on the list below, we have identified six main stakeholder groups and their sustainability concerns.

Stakeholders	Mode of Engagement	Frequency of Engagement	Stakeholder Concerns / Sustainability Issues
Shareholders & Investors 	Annual General Meeting (AGM) Briefing/Meeting Extraordinary General Meeting Electronic Communication	Annually As needed As needed As needed	• Profitability • Sales performance • Financial & volume performance • Industry environment
Media 	Media events Advertising agent	As needed As needed	• New products launch events • Advertisement support
Government 	Income tax filing Annual Return GST reporting Electronic Communication	Annually Annually Monthly/Quarterly As needed	• Compliance with legal regulations • Tax filing • Quarterly and yearly financial reporting • GST submission • Compliance with statutory responsibilities as a corporate citizen • Environmental Issues • Occupational Safety & Health • Local council regulations
Customers 	Customer Feedback Questionnaire/Survey Social media Electronic Communication	As needed As needed As needed As needed	• Product quality • After sales service, products/service delivered
Employees 	Monthly payroll Management meetings Staff appraisals Training & product knowledge Management Meeting with Union	Monthly As needed Annually Periodically Monthly	• Learning and Development • Prompt salary payments • Performance management • Stress, balance and workload • Fostering closeness and team work • Empowerment & Accountability • Industrial Harmony • Compensation & Benefits • Work-Life balance
Local Communities 	Community Engagement Programmes through Corporate Social Responsibility	As needed	• Social & Environmental Issues

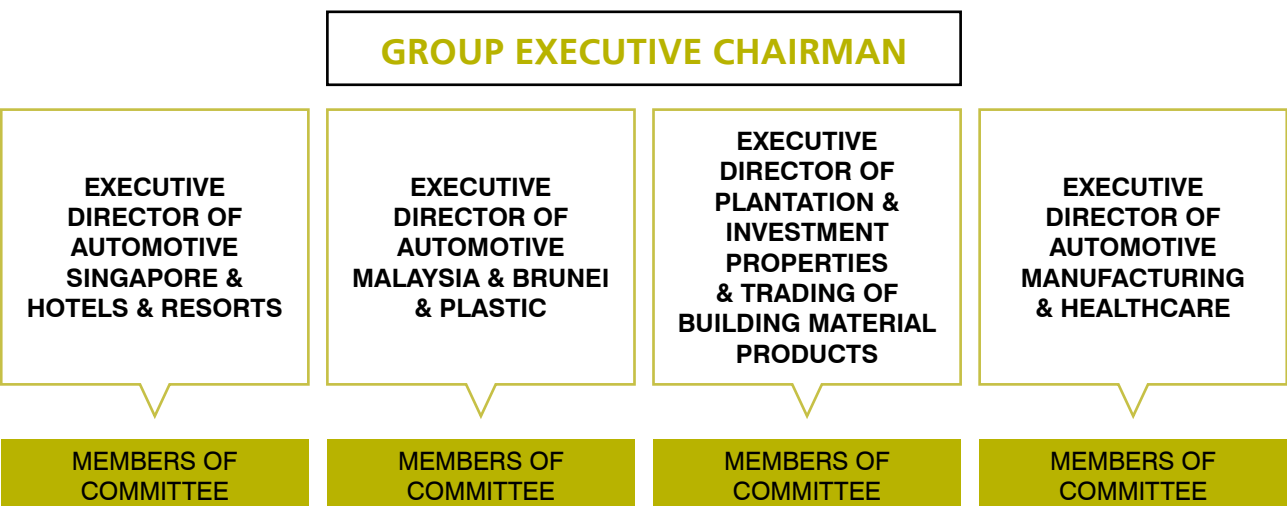
A full-page background image of a park with large, mature trees. Sunlight is streaming through the dense green foliage, creating a bright, dappled light effect on the grass and tree trunks. The scene is peaceful and natural.

AREA 1: Corporate Governance

CORPORATE GOVERNANCE

Sustainability Committee Structure & Governance Statement

Compliance and governance are infused in every aspect of our business. Our commitment in instilling good governance is underscored by an extensive system of policies, processes, training and communications. This has set the tone for better governance and performance throughout the organisation.



CORPORATE GOVERNANCE

Sustainability Policy & Code of Ethics

The Group believes that good governance is more than just a pursuit towards complying with all the prescripts but that it translates into better business performance and creates a more sustainable value for the Group by way of the following:

- adhere to the requirements of all laws and regulatory requirements, standards and better practices to which the Group subscribes and establishes;
- adopt high ethical values and ensure these practices are upheld across our business through our code of ethics and employee training programmes;
- establish and nurture open, honest and timely communications, and being responsive to concerns;
- establish robust policies and procedures to ensure the adequacy and integrity of the Group's internal control system and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines;
- establish a comprehensive enterprise-wide risk management framework, which includes a process to identify, evaluate and manage risks faced by the Group in its pursuit of its business objectives and strategies;
- establish emergency response plans to ensure official, coordinated and fully-resourced response and control measures can be activated to meet the specific needs of all emergency situations within the site of our operations, communities and transportation routes in the event of emergency; and
- establish shareholders communication policy which allows the Group to effectively communicate with its shareholders, prospective investors, stakeholders and the general community, including maintaining a dedicated website which facilitates easy access to corporate information, annual reports and Group announcements.

Corporate Governance models OHB refers to:

1. Malaysian Code on Corporate Governance 2012 (referred to herein as the Code or MCCG 2012).
2. Bursa Malaysia Securities Berhad (Bursa Malaysia)'s Main Market Listing Requirements (Listing Requirements).
3. Corporate Governance Guide: Towards Boardroom Excellence 2nd Edition (CG Guide) by Bursa Malaysia.
4. Securities Commission (Amendment) Act 2015.

The code sets out wide-range area of focuses, principles and specific recommendations to ensure that good corporate governance becomes an essential part of business ecosystem and culture.





Code of Ethics

Oriental Holdings Berhad and its subsidiaries (the “OHB Group”, the “Group” or the “Company”) are dedicated to maintaining the highest integrity and standards of ethics. In the course of carrying out our roles and responsibilities in our business relationship with distributors, employees, customers, business contacts and society, we agree to remain committed to acting in accordance with the highest standards of excellence, honesty and integrity in every business activity.

Code of Ethics on External Environment

We shall be committed to preserving the environment and obeying the environmental legislation, acting with social responsibility and respecting human dignity.

Accordingly, we are required to be diligent, responsible and respectful in relations with authorities, clients, competitors, suppliers, members of the communities and all other individuals, companies and organisations with which the Company relates in the exercise of its regular activities. Covered Persons must always seek to preserve the Group’s good reputation, image and relations. We shall refrain from establishing commercial relations with companies that knowingly do not follow ethical standards compatible with those followed by the OHB Group.

Note: Covered Persons: Directors, Officers, Senior Management and employees of OHB Group.

CORPORATE GOVERNANCE

Sustainability Policy & Code of Ethics

Code of Ethics on Work Environment

Each of us has a responsibility to help provide a work atmosphere free of harassing, abusive, disrespectful, disorderly, disruptive or other non-professional conduct. Our Directors, Officers, Senior Management and employees seek to foster a work environment that is free from the fear of retribution or reprisal. We provide equal employment opportunities by recruiting, hiring, training and promoting applicants and employees without any discrimination on race, colour, religion, national origin, gender, age, ancestry, sexual orientation, disability, handicap or veteran status.



Code of Ethics on Safe and Healthy Environment

OHB Group is committed to providing a drug-free, safe and healthy work environment for all Covered Persons, customers, business partners and visitors. Every Covered Person has a personal responsibility to support this commitment. Covered Persons are obliged to carry out their work in a safe manner, without causing harm to themselves or others, and to report any potentially unsafe or unhealthy situations immediately. They must observe and follow all safety and environmental regulations laid down in the operation instructions, including putting on the necessary safety equipment, where applicable.

Using or being under the influence of alcohol or illegal drugs, while on the job, is strictly prohibited, and smoking is restricted to designated areas. Each of us is responsible for compliance with applicable health and safety laws and regulations.

Any environmental risks that may arise within our properties or from our operations shall be identified and managed in accordance with applicable laws and regulations.

Code of Ethics on Fair Dealing with Others; Illegal or Questionable Gifts or Favours

We will not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair practices. We will not make materially false, misleading or unsubstantiated statements about our competitors or ourselves on internet message boards, blogs, social media sites (e.g. Facebook, Twitter and YouTube) or similar forums or by other means of communication. Covered Persons, as our representative, must adhere to these standards in a Covered Person's conduct on our behalf. Covered Persons shall not post information about us on the internet anonymously and shall only speak of us if authorised to do so.

Buying, selling and bidding on our behalf must be done on an "arm's length" basis. Covered Persons are not permitted to offer, give or solicit or accept any payment, gift, bribe, secret commission, favours or other business courtesies that constitute or could be reasonably perceived as constituting, unfair business inducements or that would violate laws or regulations or our other policies. Any questions regarding the appropriateness of offering, giving, soliciting, or accepting a gift or invitation shall be addressed to the any of the respective companies' Human Resource Department.

The employee may retain gifts not exceeding RM500 in value per unit and on an annual cumulative basis. Gifts exceeding the threshold should be declared and may be kept if the "Gift & Hospitality Declaration Form" is completed and approved by the respective Executive Directors of subsidiaries. For gifts received in overseas, the higher of RM500 or same limit but denominated in local currency applies. As business lunches/dinners are accepted modes of hospitality, these need not be declared but care must be exercised while accepting such meals. These should be infrequent and non-lavish. The sole purpose must be for the enhancement of a business relationship and not for reciprocity.

Note: Covered Persons: Directors, Officers, Senior Management and employees of OHB Group.

Compliances



OHB is committed to all regulations set by the government body where it operates. We are closely monitoring all regulated aspects to minimize or to have zero significant fines and non-monetary sanctions. As of 2016, OHB has continued being an exemplary organisation as we have not identified any non-compliance with laws or regulations.



OHB views any issues on health and safety as priority concern. We set and follow highest standards when it comes to deliverable products. Quality and quantity is our concern but safety is our utmost concern. Understanding each health and safety aspects through-out cradle to grave of our product, allows us to manage and monitor after sales closely. There were no incident(s) of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services in 2016.



Customer should always be well informed about our products. This has become our value to the buyers. We view product knowledge as an important customer engagement process. We are responsible to inform our stakeholders with full transparency about our products or services. In year 2016, there were no report on non-compliance with regulations and voluntary codes concerning product and service information.

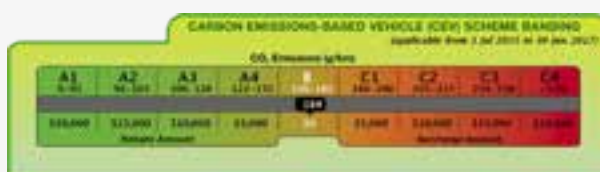


At OHB, we are committed to follow all set of regulations closely. We have set a much stringent set of regulations for ourselves in operational areas where we feel important. We make a great deal of effort in complying with all the requirements. As of 2016, OHB has not identified any non-compliance with laws or regulations.

Did You Know?

Honda has initiated a voluntary recall exercise to affected vehicles produced between 2002 and 2012. These vehicles will have their Takata airbag inflators replaced as part of our safety exercise on our customers. We are committed to addressing needs and concerns of those affected by the recall.

Did You Know?



Our automotive product, Honda Odyssey scored B for Singapore's Carbon Emission-Based Vehicle Scheme Banding.



AREA 2:

Workplace

WORKPLACE

We strongly believe that engaged and motivated employees are directly linked to our growth and realisation of goals. OHB has evolved strategically in improving various approaches and investments, nurturing our pool of talent. We strongly believe in recognising our people and engaging our workforce. We have layed different approaches to answer the needs of the employees.

Our people are the key drivers in achieving our mission.

Engagement means employees know what their business is trying to achieve, they understand their role in that effort and feel motivated to play a part in the company's success. In OHB, we find ways to improve employee's skill and knowledge, primarily through training and knowledge sharing.

	Employee Category	Gender	Average hours of training
Plantation	Executive	Male	3.7
		Female	5.8
	Non-Executive	Male	2.8
		Female	2.6
Automotive	Executive	Male	9.2
		Female	5.5
	Non-Executive	Male	10.7
		Female	9.5

Some of the programmes to improve our talents are:

Type And Scope Of Programmes



- Operational Trainings
- First Aid Trainings
- Workplace Safety Trainings

Employer's Pledge on Fair Employment Practices

Extracted from Kah Motor Company Sdn Berhad (Singapore Operations)



WORKPLACE

8,562
Total Employees

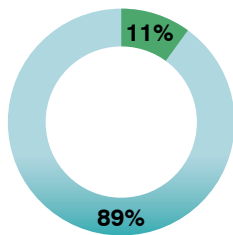


74%
Male
Employee

26%
Female
Employee

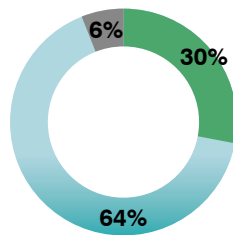
Employee by Category

■ Executive ■ Non Executive



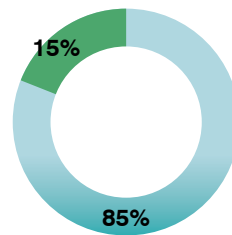
Employee by Age

■ <30 ■ 30 to 55 ■ >55



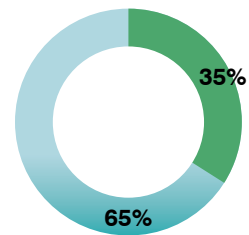
Employee by Contractual

■ Non Permanent ■ Permanent



Employee by Location

■ Malaysia ■ Outside Malaysia



OHB Group recognises that success and growth of the Group over the years has been built on the foundation of a skilled and talented workforce. Therefore, motivating and developing the workplace is very important to meet the needs of different segments, which require various skills, capabilities and expertise from our employees.

The Group continues to prioritise training and development programmes that create opportunities for professional growth for its employees. The employees are nurtured to fulfil their full potential and achieve both personal and corporate goals through the conduct of external and in-house training to enhance employees' knowledge and skills at all levels of employment in order to meet their responsibilities and perform at their best.

The Group also promotes a work-life balance workplace. Various sports, family and social activities such as family day, festivals and annual dinner were conducted to foster closer working relationship and teamwork.

In additions, the benefits provided for employees include health insurance and medical as a token of appreciation for their contribution towards the performance of the Group.

Description	% of employee
Total employees covered by collective bargaining agreements	13



We show high appreciation for our employees through award giving ceremonies. This is a way we recognise the endless effort and passion shown by our people.

Our Efforts - Our People



RECREATIONAL

Since 1997, we have been providing sports equipment and facilities for activities such as football and volleyball at the areas (plantations) we operate. Workers, family members of workers and nearby communities benefit from these activities. This indirectly improves our relationship with the communities, besides maintaining the physical and mental health of the local community.



ANTI-MALARIA

In Indonesia, we arrange anti-malaria spraying and blood screening for workers and their dependants every 6 months. Health of our employees are important for us. Therefore, we have this scheduled check-up for malaria. This initiative is done in collaboration with the Department of Manpower and Transmigration (UPTD Balai Hyperkes Prop. Bangka Belitung).



MEDICAL FACILITIES

We have set up estate clinics to cater the healthcare needs of our employees and their dependants. These clinics are periodically stationed and run by health officials. Besides that, special health inspections are conducted every six months, and general health examination once a year. This programme has been running successfully since 2013.



FREE ACCOMODATION

We have been providing free houses with basic amenities and facilities to cater workers and their family needs. We understand that family comes first, thus our objective to improvise worker's morale was to provide comfort and secure environment to the workers and their families. Some of the basic facilities we have been providing are electricity, clean water, household appliances and transportation for school - going children.



SPECIFIC TRAINING

We have always prioritise safety. We ensure our employees are well versed with hazards exposure and the environmental impact of chemicals used in the field (work). The briefing is conducted by Division Assistant every morning on weekdays and once a month by the Safety Officer. In Indonesia, we closely follow the local guidelines; the UU No. 01 Tahun 1970 tentang Keselamatan & Kesehatan Kerja (Workplace Safety & Health).



FIRST AID TRAINING

In our estates in Indonesia, employees are given periodical first aid training to better understand and act in times of emergency. The First Aid Training is provided by the Department of Manpower and Transmigration - UPTD Balai Hyperkes Prop. Bangka Belitung. Some of the modules conducted are Cardio-Pulmonary-Resuscitation (CPR), First-aid for victim of a venomous bite and attending wound.



AREA 3:

Environment

ENVIRONMENT

Our stakeholders are increasingly aware of global environmental risks and expect us to respond accordingly. Our environmental footprint is significant, especially when the indirect impact of our investment decisions are taken into account. As we continue to grow regionally, our direct impact to the environment also expands. We are taking steps to incorporate environmental impacts and build the data, tools and transparency required to embed these impacts into our strategies. Our commitment became visible in 2016 when we recorded zero total monetary value of significant fines.

Our energy monitoring reflects our commitment in running a long-term focused greener business. We have made plans in energy efficiency and waste management. Towards end of 2017, we are planning to reduce our carbon footprint by cutting down on our electricity usage. Thanks to our continuous monitoring and internal solutions, we are now prepared to reduce the amount of paper used significantly.

We believe that as one of our main business, plantation processes relate closely to our aim to reduce our environmental impacts. Our plantations in PT GML has conducted Roundtable on Sustainable Palm Oil (RSPO) Gap Analysis in 2016 and we are now carrying out corrective actions in order to comply with RSPO requirements. Looking forward, our plantation sector will be carrying out High Conservation Value (HCV) & Land Use Change (LUC) Assessments in PT PPA, PT SAP & PT SSL by early 2017. We strongly believe in improving our green business towards more sustainable future. We aim to join RSPO membership and achieve RSPO certification in 2020. We also show our commitment by fulfilling the requirements of Indonesian Sustainable Palm Oil (ISPO) Standard. Currently, PT GML had completed with ISPO Stage 1 & 2 audit and looking forward for approval from ISPO Committee for Certificate issuance.

Plantation in Malaysia	Plantation in Indonesia
Oriental Rubber & Palm Oil Sdn. Berhad	Pulau Bangka PT Gunung Maras Lestari PT Gunung Sawit Binalestari PT Bumi Sawit Sukses Pratama
	South Sumatera PT Gunung Sawit Selatan Lestari PT Pratama Palm Abadi PT Dapo Agro Makmur PT Surya Agro Persada PT Sumatera Sawit Lestari
<i>Total Planted 4,840 ha in Malaysia (as of Dec 2016)</i>	<i>Total Planted 33,663 ha in Indonesia (as of Dec 2016)</i>

ENVIRONMENT

Our emissions are almost entirely from electricity usage. Apart from our efforts to cut down emissions, we have started to monitor our energy consumptions throughout our business. We see the need to improve in areas that reduce our business carbon footprints. Example, for plantation, we have started using renewable-sourced electricity, using turbine.

Business Segments	Energy Consumption (kWh)
Plantation	419,573
Automotive	2,775,425
Total	3,194,998

Our medium-term strategy is to produce a framework to identify and map approaches to reduce our impact. This way, we will better understand the implications of our business on the environment.

Business Segment	Consumption	
	Renewable Sources (kWh)	Non-renewable Sources (Litre)
Plantation	18,513,700 (Turbine)	903,219 ¹ 770,056 ² (Diesel)

- ¹ Sourced from estate - Indonesia: Vehicle, heavy machinery & genset (for workers quarters) and - Malaysia: Vehicle & heavy machinery
- ² Sourced from Palm Oil Mill: Vehicle, heavy machinery & genset (for Palm Oil Mill operations, mill & estate office, staffs & workers quarters)

Did You Know?

We discharge waste water responsibly. We saw the high potential difference in changing the way we discharge waste water at our car wash premises. We understood the possible impact of eutrophication or change of water pH from the direct soap water discharge. Therefore, all waste water from the car wash area is collected in an interceptor tank. Inside the interceptor tank, the water is pumped into a treatment tank. Here, the pH level is balanced by addition of natural acid and base. Once the acceptable pH is achieved, the tank then automatically discharges the waste water into the sewer system.



Treatment Tank



pH Regulator



Treated water
channeled to sewer

Our Efforts - Our Environment



ZERO BURNING

Zero-burn replanting – which contribute to cleaner environment, enhances the soil organic matter and soil fertility. It is our company policy to practice zero burning for new and replanting operations in our plantations by adopting techniques such as felling, chipping, shredding, etc. This will not only save the environment from pollution, it also enables us to reap the financial and economic benefits.



BUFFER ZONES

We had carried out High Conservation Value (HCV) assessment in two of our plantations in Bangka Belitung Indonesia to identify areas which contain high conservation value, within and adjacent to our plantation boundary, in the effort for fulfilling our commitment on environmental protection and conservation. Plans (to erect warning signages and buffer zone along both sides of river bank) and checklists (monthly monitoring) have been developed and implemented on ground level to protect and conserve those areas identified as HCV from the aforesaid assessment.



BIOREMEDIATION

Planting Leguminous ground covers (*Pueraria Javanica*, *Calopogonium Caeruleum* and *Mucuna Bracteata*) and deep rooted plants (*Flemingia*) to prevent soil erosion and surface run-off. Water is one of the important natural resources for our plantation operations and it is also the bread and butter for the neighbouring communities. Hence, we strive to protect the water source found within and adjacent to our boundaries with various initiatives. Planting of legume cover crop in the field, along river bank and steep slope with purpose of improving moisture retention in soil, prevent erosion and sedimentation of soil in river. Regular monitoring on water quality is carried out by estate and mill on river water (incoming and outgoing water), tube well water (to ensure it is fit for consumption) and palm oil mill effluent to ensure it is within the permissible limit set by Ministry of Environment in both Malaysia and Indonesia.



RECYCLING

We are also putting concerted effort on reducing waste discharged from our plantations with series of recycling initiatives from estates to mills. In estate, all agrochemical containers and bags are recycled as premix container (for carrying pesticide/herbicide to field for application), loose fruit collection bag, rubbish bins and bags for staff and worker on sites. In mill, by-products such as fibre and shell are recycled as a fuel for boiler to provide green energy for powering the mill operation which will reduce fossil fuel consumption. Palm biomass such as pruned fronds, old trunks, empty fruit bunch, treated palm oil mill effluent (POME) and decanter solid are recycled back to the soil as natural fertilizer.

ENVIRONMENT

Our Efforts - Our Environment



GREENER STEPS

Engineering controls at respective workstation have been adopted to contain potential spillage and leakage of chemicals. In the effort of minimizing contamination and pollution by daily activities in our plantation, bund and oil/chemical trap sump had been installed in work stations with handling of oils and chemicals such as workshop, diesel tank, scheduled waste store, agrochemical store, oil & lubricant store, etc. Spill kit such as cotton rag and sand are also available on-site to clean, recover and block spillages and leakages of oil and chemical from polluting the environment. Secondary containment is used to contain opened/used chemical or oil.

BIO-CONTROL

Biological control of rats by using barn owls have been practiced with the installation of nesting boxes. We are practicing Integrated Pest Management (IPM) system in our plantation with the aim of reducing agrochemical usage and yet can keep pest population in control effectively. Barn owl is one of the best and successful IPM system implemented in our plantations (for instance, Kuala Reman Estate, Malaysia and Gunung Maras Lestari Estate, Indonesia) to deal with rats problem using zero baiting.

NATURAL "PESTICIDES"

Planting of beneficial plants (Cassia Cobanensis and Turnera Subulata) to attract predator insects to control pests thus minimizing the use of pesticides.



Did You Know?

We are continuously considering ways to reduce our carbon footprint. One of our early steps was to convert our dependency on fluorescent lamps to LED. Our Leng Kee Office in Singapore for instance has fully adopted to LED lightings.



AREA 4:

Community

COMMUNITY

As we expand regionally, we are committed to improving the lives of communities across places where our businesses operate, particularly in developing effective and affordable solutions to the issues of financial and social exclusion. We are committed to deepening our understanding of social issues and our responsibility to the locals.

We feel that it is our responsibility to contribute, help the local communities in the aspects of economy and important to maintain a sustainable harmonious relationship for mutual benefits. We allocate fund annually for social activities in local communities such as repair and renovation of school and mosque, supply clean water for consumption, flood mitigation, road repair and financial assistance.

Our Efforts - Our Communities

REPAIRS

We give physical contributions in the form of building materials to schools and mosques of surrounding villages for building repairs and renovations.



Paving block was delivered by Bp. Abdul Nasir (PR PT.GML) and witnessed by the Principal of SMPN 01 Pudding Besar

WATER SUPPLY

We assist to supply clean drinking water via tankers to villages and mosques. The local community is still relying on river water for their daily water supply. The provision of clean water to the community are due to the emergency cases such as funeral, marriage ceremony and religious occasions. The clean water is taken from the nearest estate's division source.



LAND REVITALIZATION PROJECT

We contribute to the development of surrounding villagers' lands by planting oil palm. To-date, 276 families participated in this project. This was headed by PT. GML in Indonesia, showing commitment to participate in government run project to improve the economy and welfare of the surrounding communities. The fresh fruit palm oil from the project's participants are sold to PT. GML to reduce hassle of finding buyers. Some of the assistance provided to the participants are providing training on Good Agriculture Practices, practical knowledge sharing on mechanical method of land clearing (zero burning), supplying superior seedlings and environmental friendly fertilizer.



FLOOD CONTROL

We provide assistance on flood control for villages by desilting rivers. This is done during rainy season to help the local community prevent flash flood.



ASSIST LOCAL CONSTRUCTIONS

We help to upkeep and construct village roads, grass-cutting and construction of ponds by providing heavy equipments and machineries to ease their process.



Bridge construction at Desa Mabat

Did You Know?



We strongly believe that our customers are our priority. Most importantly, we feel our responsibility continues even after sales are made. In 2016, we organised an open car safety briefings to all our automotive customers. Some of the concern areas discussed were about safety before and while driving. Besides that, information sharing was also focused on car maintenance. We aim to continue this initiatives as part of our regular commitment to the society.

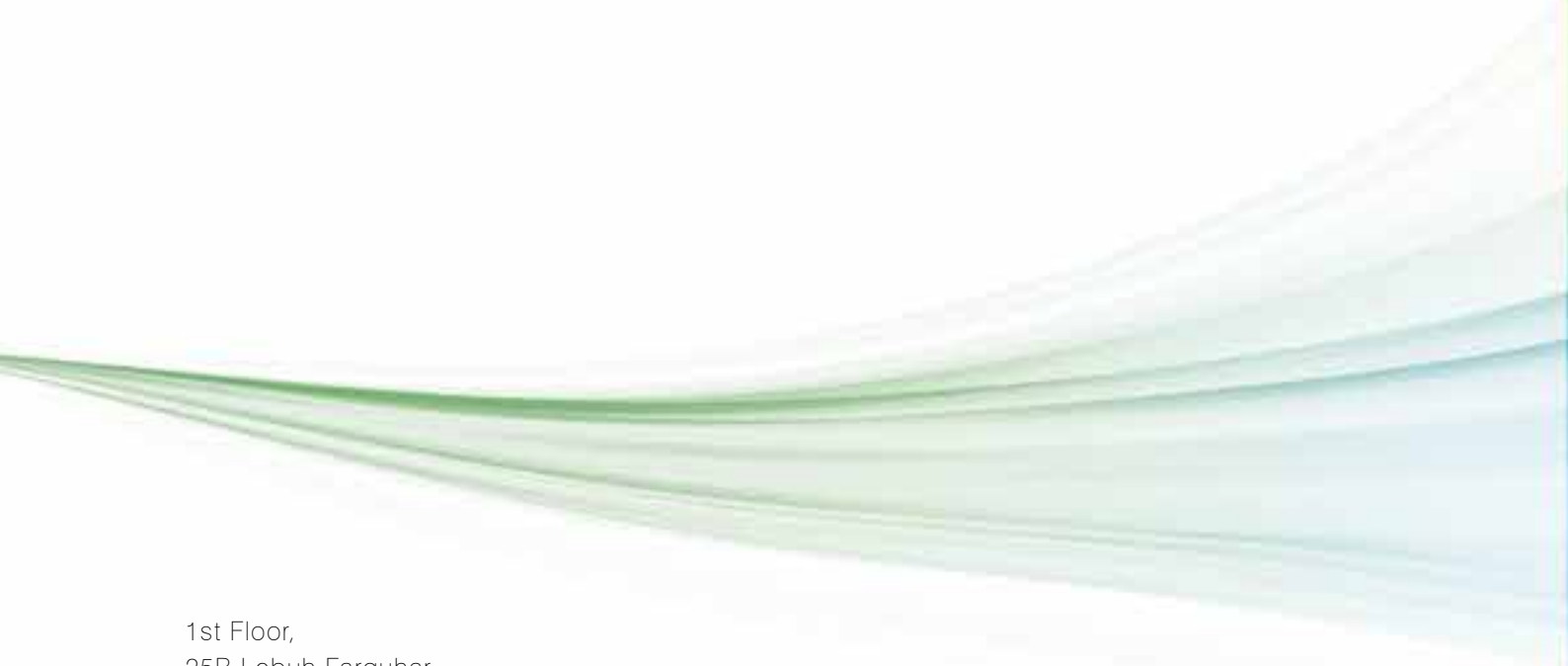
GRI G4 CONTENT INDEX

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Description	Chapter, Page Reference, Performance and / or Explanation for Omissions
STRATEGY & ANALYSIS		
G4-1	Statement from the most senior decision maker of the organisation	Executive Chairman's Message Page number: 12,13
ORGANISATIONAL PROFILE		
G4-3	Name of the organisation	Front Cover, Corporate Profile Page number: 2,3,4,5,6
G4-4	Primary brands, products and services	Corporate Profile Page number: 2,3,4,5,6
G4-5	Location of organisation's headquarters	Corporate Profile Page number: 2,3,4,5,6
G4-6	Number and names of countries where the organisation operates	Corporate Profile Page number: 2,3,4,5,6
G4-7	Nature of ownership and legal form	Corporate Profile, Group Corporate Structure, Executive Chairman's Message Page number: 2,3,4,5,6,8,9,10,12,13
G4-8	Markets served	Corporate Profile Page number: 2,3,4,5,6
G4-9	Scale of organisation	Corporate Profile, Financial Highlights, Group Corporate Structure Page number: 2,3,4,5,6,7,8,9,10
G4-10	Workforce	Workplace Page number: 27,28,29
G4-11	Percentage of employees covered by collective bargaining agreements	Workplace Page number: 28
G4-13	Significant changes during the reporting period	Group Corporate Structure Page number: 8,9,10
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Entities included in the organisation's consolidated financial statements. Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	Financial Highlights, About this report Page number: 7,14,15
G4-18	Process for defining report content and Aspect Boundaries, and how the organisation has implemented the Reporting Principles for Defining Report Content	About this report, Materiality Page number: 14,15,18
G4-19	List of all Material Aspects identified in the process for defining report content	Materiality Page number: 18
G4-20	For each Material Aspect, report the Aspect Boundary within the organisation	Materiality, Stakeholder Engagement Page number: 18,19
G4-21	For each Material Aspect, report the Aspect Boundary outside the organisation	Materiality, Stakeholder Engagement Page number: 18,19
G4-23	Significant changes in Scope and Aspect Boundary	About this report Page number: 14,15

General Standard Disclosures	Description	Chapter, Page Reference, Performance and / or Explanation for Omissions
STAKEHOLDER ENGAGEMENT		
G4-24	List of stakeholder groups	Stakeholder Engagement Page number: 19
G4-25	Basis for identification and selection of stakeholders	Stakeholder Engagement Page number: 19
G4-26	Organisation's approach to stakeholder engagement	Stakeholder Engagement Page number: 19
G4-27	Key topics raised through stakeholder engagement	Stakeholder Engagement Page number: 19
REPORT PROFILE		
G4-28	Report profile	About this report Page number: 14,15
G4-29	Date of most recent previous report	This is an inaugural report
G4-30	Reporting cycle	About this report Page number: 14,15
G4-31	Contact point	About this report Page number: 14,15
G4-32	GRI G4 Content Index	GRI G4 Content Index Page number: 38,39,40
GOVERNANCE		
G4-34	Governance structure and composition	Corporate Governance (Sustainability Committee Structure & Governance Statement, Sustainability Policy & Code of Ethics, Compliances) Page number: 21,22,23,24,25
ETHICS AND INTEGRITY		
G4-56	Values, principles, standards and codes of conduct and ethics	Corporate Governance (Sustainability Committee Structure & Governance Statement, Sustainability Policy & Code of Ethics) Page number: 21,22,23,24
SPECIFIC STANDARD DISCLOSURES		
Specific Standard Disclosures	Description	Chapter, Page Reference, Performance and / or Explanation for Omissions
CATEGORY: ECONOMIC		
MATERIAL ASPECT: ECONOMIC PERFORMANCE		
G4-DMA	Disclosures on Management Approach	Refer to OHB's 2016 Annual Report
G4-EC1	Direct economic value generated and distributed	Financial Highlights Page number: 7
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Financial Highlights Page number: 7
CATEGORY: ENVIRONMENTAL		
MATERIAL ASPECT: ENERGY		
G4-DMA	Disclosures on Management Approach	Environment Page number: 31,32,33,34
G4-EN3	Energy consumption within the organisation	Environment Page number: 32

Specific Standard Disclosures	Description	Chapter, Page Reference, Performance and / or Explanation for Omissions
MATERIAL ASPECT: COMPLIANCE		
G4-DMA	Disclosures on Management Approach	Environment Page number: 31,32,33,34
G4-EN29	Non-compliance with environmental laws and regulations	Environment Page number: 31
CATEGORY: SOCIAL		
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
MATERIAL ASPECT: TRAINING AND EDUCATION		
G4-DMA	Disclosures on Management Approach	Workplace Page number: 27,28,29
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Workplace Page number: 27
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Workplace Page number: 27,28,29
SUB-CATEGORY: SOCIETY		
MATERIAL ASPECT: COMPLIANCE		
G4-DMA	Disclosures on Management Approach	Corporate Governance (Sustainability Policy & Code of Ethics) Page number: 22,23,24
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Corporate Governance (Compliances) Page number: 25
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY		
G4-DMA	Disclosures on Management Approach	Corporate Governance (Sustainability Policy & Code of Ethics) Page number: 22,23,24
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their lifecycle, by type of outcomes	Corporate Governance (Compliances) Page number: 25
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING		
G4-DMA	Disclosures on Management Approach	Corporate Governance (Sustainability Policy & Code of Ethics) Page number: 22,23,24
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Corporate Governance (Compliances) Page number: 25
MATERIAL ASPECT: COMPLIANCE		
G4-DMA	Disclosures on Management Approach	Corporate Governance (Sustainability Policy & Code of Ethics) Page number: 22,23,24
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Corporate Governance (Compliances) Page number: 25

We value your input and appreciate your feedback
Visit <http://ohb.com.my/sr.aspx> for more information



1st Floor,
25B Lebuhr Farquhar,
10200 Penang,
Malaysia.

T 604-263 8590

F 604-263 7152

www.ohb.com.my