


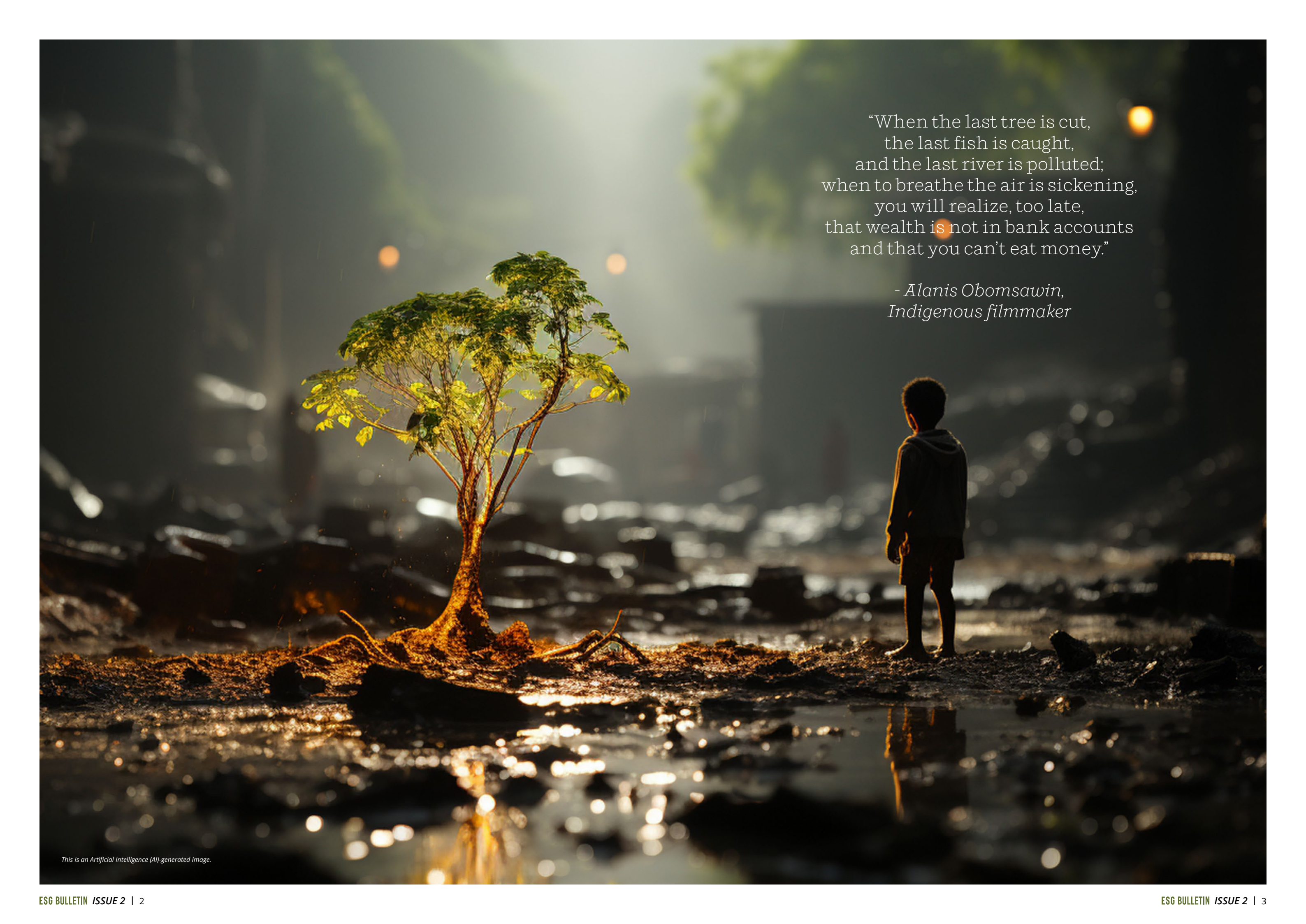
 GAMUDA

ESG

PULSE



**Think beyond
net zero.
Think nature
positive.**



“When the last tree is cut,
the last fish is caught,
and the last river is polluted;
when to breathe the air is sickening,
you will realize, too late,
that wealth is not in bank accounts
and that you can’t eat money.”

- Alanis Obomsawin,
Indigenous filmmaker

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ADDRESSING CLIMATE CHANGE THROUGH MEASURABLE ACTIONS

Gamuda is committed to becoming a net-zero carbon organisation by 2050, aligning its sustainability goals with the Paris Agreement, the Science Based Targets initiative (SBTi) and the Task Force on Climate-related Financial Disclosures (TCFD).

Short-term:

Prioritises responsible operations and sustainability through carbon targets, social stewardship, and climate adaptation.

Medium-term:

Pursues ambitious sustainability goals through reduction, renewable energy, green financing, and nature-based solutions.

Long-term:

Aspiring to net—zero carbon by 2050, fostering sustainability and social equity through partnerships and community empowerment.

Our Paris-aligned strategy involves risk assessment, adaptive measures, and specific emission reduction targets. We continuously monitor our progress and make necessary adjustments. We engage with trade associations to promote industry-wide climate action and share best practices.

Non-complaint suppliers that do not align with our climate goals will be phased out gradually.

Click [HERE](#) for more information on our Collaboration and Membership of Associations



Inaugural inclusion to the FTSE4Good Bursa Malaysia ("F4GBM") and FTSE4Good Bursa Malaysia Shariah ("F4GBMS") Indexes in Q4 2023.





“The best public policy is made
when you are listening to people
who are going to be impacted.”

- *Elizabeth Dole*

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POLICY PARADIGM: NAVIGATING THE PATH TO CHANGE

We are committed to ethical conduct in all aspects of our business, adhering to laws, regulations, and industry standards. Our corporate governance practices align with the Malaysian Code on Corporate Governance (MCCG) and are supported by comprehensive monitoring, policies, processes, training and communication.

Gamuda is currently reviewing multiple policies to identify and address any gaps. The goal is to ensure effective implementation of the policies by incorporating necessary amendments and considering feedback from stakeholders.

Biodiversity and Ecosystems

- Gamuda Parks Policy

Board and Director Responsibilities

- Code of Conduct for Directors

Business Ethics

- Anti-Bribery and Corruption (AB&C) Policy
- Code of Business Ethics
- Gifts and Benefits Policy

Health and Safety, and Environmental Compliance

- Quality, Safety & Health, and Environmental (QSHE) Policy

Human Rights

- Human Rights Policy

Responsible Procurement

- Group Procurement Policy

Stakeholder Engagement

- Public Relations and Stakeholder Management Policy

Sustainability

- Group Environmental, Social And Governance (ESG) Policy Statement

Gamuda's management policy emphasises the health, safety, and welfare of employees and contractors. It supports social justice by ensuring diversity, fairness, and equality in the workplace. The policy also advocates for a productive work environment that fosters harmony, balances work and life, and promotes overall well-being.

This policy is not just limited to our employees but also applies to our entire property portfolio, reinforcing our commitment to these values across all assets.

These are the key approaches undertaken by the Group to enhance our commitment to governance:

- Uphold the highest standards of governance to fulfill sustainability pledges and strategies, recognising duty to promote economic growth and governance across regional operations.
- Align with the UN Global Compact principles on human rights, labour, environment, and anti-corruption by embedding it into our strategies and policies to uphold responsible business practices.
- Our Human Rights policy emphasises freedom of association and collective bargaining, reflecting the commitment to fair and equitable treatment for all employees.
- In FY2023, the workforce comprised 4,219 individuals, with 0.5% of them are young adults with autism. This demonstrates a commitment to workplace diversity, inclusivity, and sustainable employment for young adults with autism.
- Monthly EHS meetings, led by the senior project manager, involve safety officers, employee representatives, and construction managers to strengthen the Group's dedication to a safe and inclusive workplace.
- We are continuously pursuing zero Lost Time Injuries (LTIs) for all projects by 2030 through robust emphasis on safety training, adopting best practices, and fostering a safety-conscious culture.
- All project sites and offices have been awarded ISO 45001 certification, ensuring global standards for safeguarding employees and visitors from work-related hazards.



“Water is life’s matter and matrix,
mother and medium. There is no
life without water.”

- *Albert Szent-Gyorgyi*

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BRIDGING THE WATER GAP: ENSURING EQUITY

Yen So Water Treatment Park, Vietnam

Gamuda's urban regeneration addressed water contamination, a public health threat, through a daily-operating wastewater treatment plant. Yen So Park and Lakes, have transformed into vibrant green spaces. Improved water quality has significantly elevated the overall quality of community life.



Rasau Water Treatment Plant

Gamuda Berhad, appointed main contractor for first stage of Sungai Rasau Water Supply Scheme, will utilise nine former tin mining ponds as off-river storage (ORS) reservoirs to store raw water from rivers in Selangor, Malaysia.

This ORS facility will provide a reliable water source during droughts and help alleviate water security concerns for residents of Klang and the wider Selangor state.

Click [HERE](#) for more information on Rasau WTP.

Water Scarcity: Global Crisis

Amidst rising water demand due to climate change, population growth, and urbanisation, we prioritise water management strategies, continuously evaluating and mitigating water risks for sustainable water practices.

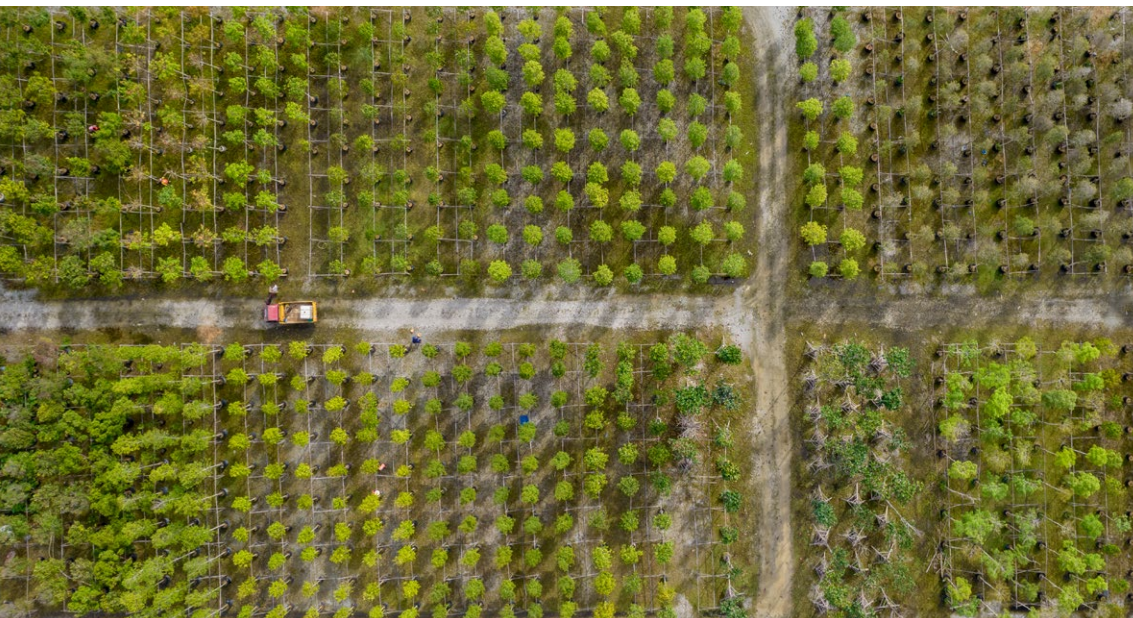
*In FY2023, Gamuda achieved a significant **31% reduction** in reliance on third-party potable water compared to our FY2022 baseline.*

Given the critical importance of water, monthly monitoring is conducted for all projects. During FY2023, no major instances of non-compliance were reported. Effective mitigation measures will be implemented if any deviations are identified to ensure compliance with water quality standards.

EQUILIBRIUM SHIFT: FROM GREY TO GREEN

Wetlands Arboretum Centre

Opened in August 2023, the Wetlands Arboretum Centre at Gamuda Cove is a groundbreaking hub dedicated to edu-tourism, research, and environmental awareness. This EDGE Advanced (Zero Carbon Ready) certified building serves as a beacon of sustainability while offering enriching experiences for visitors.



Advanced Tree Planting (ATP)

Our ATP nurseries cultivated over 250 native and unique plant species for later replanting in our developments. These trees are kept in the ground for at least two years before transplanting to ensure faster growth and survival.

Over 612,000 trees/saplings procured and planted as of 2023



Biodiversity Audits

We prioritise biodiversity conservation in our projects by conducting biodiversity audits that include risk assessments, collaborating with research institutions, and establishing research centers.

Faunal biodiversity assessment in FY2023 conducted by experts from FRIM (Forest Research Institute Malaysia)



Central Park, Gamuda Gardens

We restore biodiversity in degraded areas by studying and replicating local ecosystems. Our efforts have transformed Gamuda Gardens from a barren rubber plantation into a thriving biodiverse ecosystem.

Planted diverse tree species (Shorea, Dipterocarpus, Cinnamomum, Alstonia, and other fruit trees)

Read more on Biodiversity Conservation in our Sustainability Report 2023 [HERE](#).

“Replacing traditional sources of energy completely with renewable energy is going to be a challenging task. However, by adding renewable energy to the grid and gradually increasing its contribution, we can realistically expect a future that is powered completely by green energy.”

— *Tulsi Tanti*

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MAKING THE GREEN POWER TRANSITION



We are committed to renewable energy development in Malaysia, Australia and Vietnam, aligning with national goals to decarbonise the energy sector and achieve long-term energy security and environmental and economic sustainability.

Gamuda Green Plan 2025 aims to reduce reliance on non-renewable energy in developments and townships by 40% by 2030, and generate 100% renewable energy by 2025.

Climate-friendly Energy Initiatives:

1. Hydroelectric Project
2. EV Chargers at Menara Gamuda
3. Subscribed to Malaysia Green Electric Tariff (GET) and Australia GreenPower
4. From fuel to electricity (e.g. gardening tools, motorbike)



Read more on Renewable Energy in our Sustainability Report 2023 [HERE](#).

EMPOWERING COMMUNITY THROUGH WELL-BEING OUTREACH

In the post-COVID era, we shifted our priority to employee well-being and the communities we serve. Our holistic approach includes physical, mental, and social well-being, and we are investing in accessible medical services for both employees and the public.

Our Initiatives:

1. Offering health screenings and preventive vaccinations to employees
2. Organising health talks on topics such as cancer, mental health and ergonomics
3. Providing healthcare services to underprivileged communities, including the Orang Asli and B40 group



WORKPLACE MENTAL HEALTH - WHY IT MATTERS?



18 NOV 2022
FRIDAY

11am - 12pm
(Microsoft Teams)

Scan the QR Code to register

Pn. Anita Abu Bakar,
Founder and President of the Mental Stress Awareness & Support Association (MSASA)

ALL ABOUT OCCUPATIONAL SAFETY AND HEALTH ACT 2022



23 NOV 2022
WEDNESDAY

11am - 12pm
(Auditorium, Menara Gamuda and Microsoft Teams)

Scan the QR Code to register

En. Shahrudin bin Mohd Ali,
Nafas Bekas Korp Bina, Jabatan Keselamatan dan Kesihatan Pekerjaan Selangor



Choosing a hybrid approach utilising indigenous plant and animal species aligns with the core principles of the TNFD framework and GRI Biodiversity Standard. This approach contributes to nature positivity, addresses biodiversity loss and dependency, recognises local context and knowledge, and offers additional benefits for project performance and brand reputation.



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