

SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

This is the second sustainability statement that D.B.E. Gurney Resources Berhad (“DBE” or the “Group”) has published. It comprises disclosures that demonstrate the Group’s economic, environmental and social (“EES”) performance from 1 January 2019 to 31 December 2019, unless otherwise stated.

This statement expresses the approach we employ to govern and manage EES matters arising from our business activities. For the past two years, we have been transitioning from poultry-based operations to property development, involving affordable housing.

DBE divested its poultry business in November 2019 and has advanced into the property development sector. Amid this transition, we were unable to capture sufficient quantitative data of our sustainability performance for this reporting. As such, few sections of this statement contain both qualitative and quantitative information while the rest disclose qualitative information (management approaches) only.

Quantitative data for Poultry Division is available in Energy Efficiency, Diversity and Inclusion and Market Presence sections. For Property Development division, quantitative data is disclosed in Market Presence, Supply Chain Management, Quality and Customer Satisfaction, Diversity and Inclusion and Occupational Health and Safety sections.

For reporting in next year onwards, the Poultry Division disclosures will be excluded from our statement due to its divestment and will only cover information for Property Development Division.

SCOPE AND REPORTING BOUNDARY

Entities	Activities	Reporting Boundary
D.B.E Gurney Resources Berhad	Investment Holding Company	January to December 2019
DBE Development Sdn Bhd (DBED)	Property Development: <ol style="list-style-type: none"> i. Taman Desa Harmoni, Mukim Bota, Daerah Perak Tengah, Perak ii. Pangsapuri Seri Iskandar, Bandar Seri Iskandar, Mukim Bota, Daerah Perak Tengah, Perak iii. Taman Bemban Indah, Mukim Sungai Terap, Daerah Kinta, Perak iv. Pengkalan Prisma, Mukim Sungai Terap, Daerah Kinta, Perak 	January to December 2019
D Construction Sdn Bhd	Dormant	Not Applicable

***For further details, please refer to Management Discussion and Analysis on page 10*

REPORTING FRAMEWORK

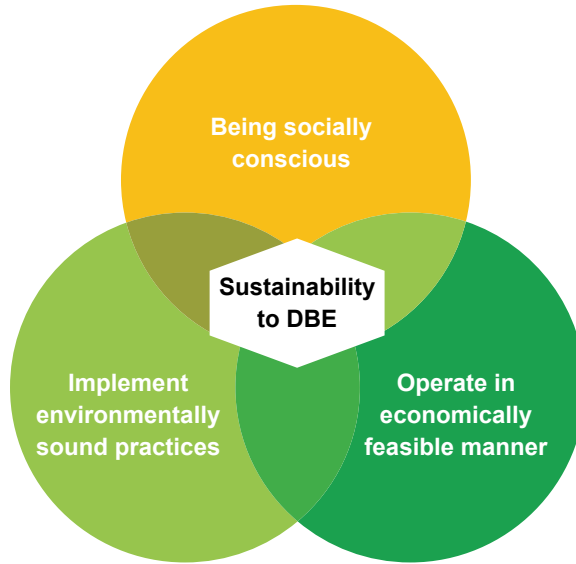
This statement has been prepared in line with Bursa Malaysia’s Main Market Listing Requirements and Sustainability Reporting Guide (2nd Edition). The EES disclosures in this statement are based on the Global Reporting Initiative (GRI) Standards indicators.

SUSTAINABILITY STATEMENT (Cont'd)



SUSTAINABILITY STRATEGY

We consider our current business transformation to be an opportunity to see sustainability through a more expansive lens of growth. We re-evaluated the list of material sustainability issues and identified new matters relevant to property development. Our approach still stands at ensuring a feasible economy, to be cognisant of environmentally sound practices, and to have a positive social impact on the community. However, the main focus of our approach is to address sustainability risks that can impact property development.



ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





As a responsible corporate citizen, we strive to create values that incorporate well with the direction set by the United Nations. In line with our business transition, we have re-evaluated our focus areas of the Sustainable Development Goals (SDGs) to mainly reflect our property development activities which resulted in the exclusion of SDG 2: Zero Hunger as this goal is related to the Poultry Division. Our SDG focus areas have now expanded to include SDG 11: Sustainable Cities and Communities and SDG 16: Peace, Justice and Strong Institutions (as shown below).



SUSTAINABILITY STATEMENT (Cont'd)

ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (Cont'd)

By aligning our corporate values, policies and practices with the four SDGs, we are able to demonstrate our commitment in our long-term sustainability journey.

SDG	SDG Target	Our Approach	Major Activities
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value	<p>Provide a meaningful, decent work whilst promoting diversity and inclusivity among our employees.</p> <p>Secondly, promote sustained and inclusive economic growth.</p>	<ul style="list-style-type: none"> • Code of Conduct • Continuous employee engagement via training and get-together lunch • Provision of employee benefits such as paternity leave
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services; upgrade slums	Provide adequate housing, safe, resilient and sustainable township for the communities.	<ul style="list-style-type: none"> • Construction of four affordable housing developments; Pangsapuri Seri Iskandar, Taman Desa Harmoni, Taman Bemban Indah and Pengkalan Prisma
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Provide sustainable development for valued stakeholders through responsible consumption of materials.</p> <p>Secondly, be a responsible developer by minimising negative impacts and monitoring our environmental footprint.</p>	<ul style="list-style-type: none"> • Our properties promote natural lighting and ventilation • Encourage the practice of recycling at project sites and workers' quarters. At project sites and workers' quarters, we encourage the practice of recycling • Leverage on the use of IBS and pre-fabricated material at all our property development sites
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.5 Substantially reduce all forms of corruption and bribery.</p> <p>16.6 Develop effective, accountable and transparent institutions at all levels</p>	Provide access to justice for all and build effective and transparent communication.	<ul style="list-style-type: none"> • Strict adherence to the Group's Code of Conduct • The Group's Whistleblowing Policy

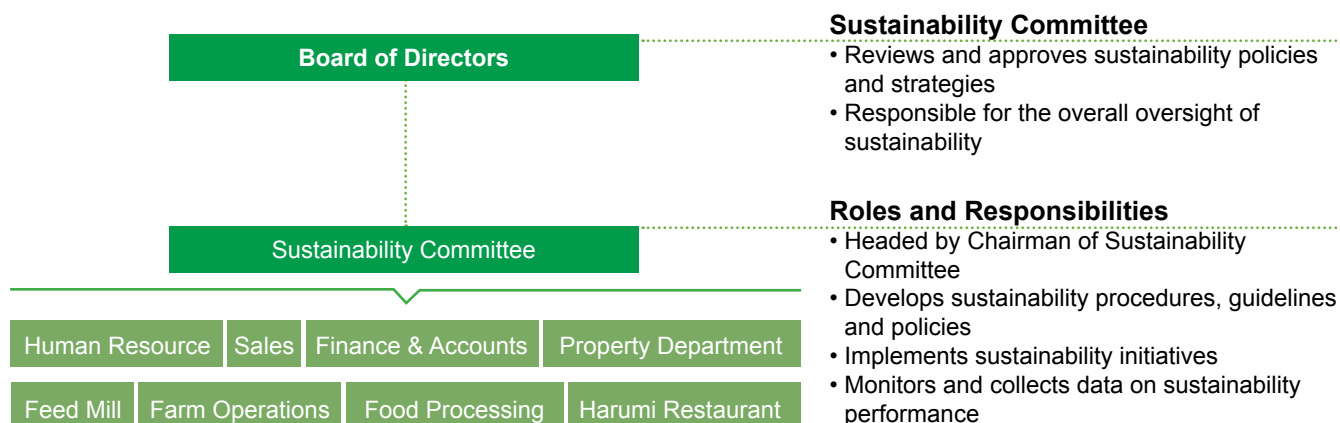
SUSTAINABILITY STATEMENT (Cont'd)



SUSTAINABILITY LEADERSHIP




One of the key steps to ensuring sustainability incorporation into DBE is through the role of a strong sustainability leadership. In FY2019, our sustainability governance structure comprised representatives from both Poultry and Property Development divisions. However, in the next reporting cycle, the structure will only be covering Property Development division. Led by the Group's highest governance body, the Board of Directors (BOD), we strive to practise sustainability across our poultry and property development divisions.

The BOD is supported by the Sustainability Committee (SC) helmed by the Chairman of SC. The SC comprises of heads of division across the Group who are responsible for updating the BOD on the sustainability agenda and progress.



STAKEHOLDER ENGAGEMENT

Regular and effective communication with stakeholders has always been a priority for the Group. Through various platforms and engagement methods which have been mentioned in the table below, we engage and address the interests and concerns of different stakeholder groups.

Stakeholders	Area of interest	Our Strategy	Method of Engagement	Frequency of Engagement
 Shareholders	<ul style="list-style-type: none"> • Group performance • Business Strategy • Business Ethics 	<ul style="list-style-type: none"> • Profitable returns • Reinforce transparency 	<ul style="list-style-type: none"> • Shareholders meeting • Annual general meeting • Extraordinary general meeting • Annual report • Financial Results 	<ul style="list-style-type: none"> • As and when necessary • Annually • As and when necessary • Annually • Quarterly
 Employees	<ul style="list-style-type: none"> • Career development • Training competency • Safe workplace 	<ul style="list-style-type: none"> • Manage work environment • Ensure employee benefits • Benefits harmonisation 	<ul style="list-style-type: none"> • Training programme • Occasional get-together lunch • Team building 	<ul style="list-style-type: none"> • As and when necessary • Quarterly • Annually
 Regulatory Bodies	<ul style="list-style-type: none"> • Regulatory compliance • Standards and certification 	<ul style="list-style-type: none"> • Comply with laws and regulations • Gather audit findings and reports from the regulatory bodies 	<ul style="list-style-type: none"> • Inspection by local authority • Meeting with regulatory bodies 	<ul style="list-style-type: none"> • Ad hoc • As an when necessary

SUSTAINABILITY STATEMENT (Cont'd)

STAKEHOLDER ENGAGEMENT (Cont'd)

Stakeholders	Area of interest	Our Strategy	Method of Engagement	Frequency of Engagement
 <p>Customers</p>	<ul style="list-style-type: none"> Product safety Customer satisfaction Health, safety and environmental compliance 	<ul style="list-style-type: none"> Gather feedback and comments Strengthen our quality and management system 	<ul style="list-style-type: none"> Customer satisfaction survey Company's official website Open day Registration / Launching new projects 	<ul style="list-style-type: none"> As and when necessary
 <p>Suppliers</p>	<ul style="list-style-type: none"> Transparent procurement practices Timely payouts 	<ul style="list-style-type: none"> Promote transparent and fair price deal 	<ul style="list-style-type: none"> Evaluation and performance review (every 6 months) Contract negotiation Suppliers registration Establishment of tender committee 	<ul style="list-style-type: none"> Biannually As and when necessary As and when necessary As and when necessary
 <p>Communities</p>	<ul style="list-style-type: none"> Social issues Environmental impacts 	<ul style="list-style-type: none"> Support social events Conduct charity events 	<ul style="list-style-type: none"> Community engagement CSR programme 	<ul style="list-style-type: none"> As and when necessary Annually

MATERIAL SUSTAINABILITY MATTERS

Our journey is a process of continual improvement. Given the business transition in FY2019, we reviewed the list of 14 material matters which were identified in FY2018. This resulted in removal of two material matters from FY2018, namely, Animal Health and Welfare and Food Safety; and addition of four new material matters namely, Business Performance, Supply Chain Management, Water Management and Affordable Housing. Three material matters in FY2018 namely, Diversity and Inclusion, Employee Benefits and Protecting Labour Rights were combined into one material matter, Diversity and Inclusion, for FY2019. Below is the summary of our material matters from FY2018 to FY2019 based on the four themes of Governance, Economic, Environmental and Social.

THEME	MATERIAL MATTERS 2018	MATERIAL MATTERS 2019
Governance	<ul style="list-style-type: none"> Business Ethics Regulatory Compliance 	<ul style="list-style-type: none"> Business Ethics Regulatory Compliance
Economic	<ul style="list-style-type: none"> Market Presence 	<ul style="list-style-type: none"> Business Performance Market Presence Supply Chain Management
Environmental	<ul style="list-style-type: none"> Energy Efficiency Effluents and Waste Animal Health and Welfare 	<ul style="list-style-type: none"> Energy Efficiency Waste Management Waste Management
Social	<ul style="list-style-type: none"> Food Safety Customer Satisfaction Occupational Health and Safety Diversity and Development Employee Benefits Protecting Labour Rights Community Engagement 	<ul style="list-style-type: none"> Affordable Housing Quality and Customer Satisfaction Occupational Health and Safety Diversity and Inclusion Training and Development Community Engagement

SUSTAINABILITY STATEMENT (Cont'd)



MATERIAL SUSTAINABILITY MATTERS (Cont'd)

Our materiality process for this year is illustrated as below. The list of Material Sustainability Matters was subsequently approved by the Senior Management of DBE.



Moving forward, we will conduct a materiality assessment to priorities these material matters based on its importance to stakeholders and the Group.

To represent a cohesive narrative of our approach to strengthen sustainability, we have mapped the 14 material matters to the relevant stakeholder groups, corresponding GRI indicators and the SDGs.

Material Matters	Relevant Stakeholders	Corresponding GRI Indicators	SDG
Governance			
Business Ethics	<ul style="list-style-type: none"> Shareholders Regulatory Bodies Employees Customers 	102: General Disclosure 103: Management Approach	
Regulatory Compliance	<ul style="list-style-type: none"> Regulatory Bodies Shareholders Employees Communities 	307: Environmental Compliance	
Economy			
Business Performance	<ul style="list-style-type: none"> Shareholders Employees 	103: Management Approach	
Market Presence	<ul style="list-style-type: none"> Shareholders Employees 	202: Market Presence	
Supply Chain Management	<ul style="list-style-type: none"> Suppliers Customers 	204: Procurement Practices	

SUSTAINABILITY STATEMENT (Cont'd)

MATERIAL SUSTAINABILITY MATTERS (Cont'd)

Material Matters	Relevant Stakeholders	Corresponding GRI Indicators	SDG
Environmental			
Energy Efficiency	<ul style="list-style-type: none"> Regulatory Bodies Shareholders Employees Customers Communities 	302: Energy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Waste Management		103: Management Approach	
Water Management			
Social			
Affordable Housing	<ul style="list-style-type: none"> Regulatory Bodies Customers Communities 	103: Management Approach	8 DECENT WORK AND ECONOMIC GROWTH 11 SUSTAINABLE CITIES AND COMMUNITIES
Quality and Customer Satisfaction	<ul style="list-style-type: none"> Customers Employees 	103: Management Approach 416: Customer Health and Safety	11 SUSTAINABLE CITIES AND COMMUNITIES
Occupational Health and Safety	<ul style="list-style-type: none"> Regulatory Bodies Employees 	403: Occupational Health & Safety	8 DECENT WORK AND ECONOMIC GROWTH
Diversity and Inclusion	<ul style="list-style-type: none"> Employees 	405: Diversity and Equal Opportunity 401: Employment	
Training and Development		404: Training and Education	
Community Engagement	<ul style="list-style-type: none"> Communities Employees 	413: Local Communities	11 SUSTAINABLE CITIES AND COMMUNITIES 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

GOVERNANCE

We acknowledge that in order to incorporate sustainable practices into our operations, corporate governance plays a vital role. A robust governance framework, supported by policy, procedures and effective management, is a key factor to create accountability throughout the organisation towards building a sustainable business.

Business Ethics

Our Code of Conduct (CoC) demonstrates the basic standards and principles that the Group expects its employees to adopt to promote honest business practices and to deter any wrongdoings. This CoC acts as a guide for all our employees and directors of DBE.

Whistleblowing Policy

Our Whistleblowing Policy provides a platform for staff to report suspicions of misconduct; anything that is not in line with the Group's values and policies. In line with the emphasis we place on being transparent and accountable, this Policy is a fundamental provision for every employee and it is stated in the contract of employment. In FY2019, there was no whistleblowing case reported.

SUSTAINABILITY STATEMENT (Cont'd)

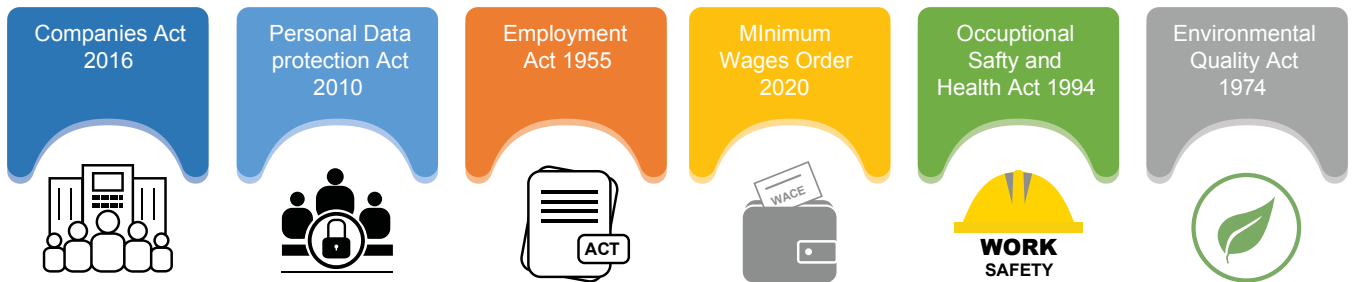


GOVERNANCE (Cont'd)

Regulatory Compliance

The Department of Veterinary Services Malaysia, the Ministry of Health Malaysia, the Department of Occupational Health and Safety, Department of Environment and Construction Industry Development Board (CIDB) are key regulatory bodies that influence our operations. Both the poultry and property development operations of DBE are diligent in their efforts to comply with legislation and standards stipulated by regulators. In FY2019, there was zero incidence of non-compliance case reported.

Some of the key local regulations and compliance requirements that DBE abides by are:



ECONOMIC

Business Performance

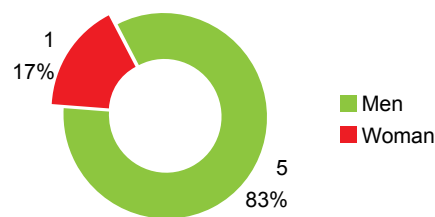
In FY2019, we experienced various challenges such as rising production costs and higher commodity prices of feed for broilers in the DBE poultry division. With these challenges, the Group subsequently divested its poultry division in November 2019.

Now, with the focus on the property sector, we look forward to contributing meaningful and inclusive growth especially in the state of Perak. In view of the increase in housing price, we aim to respond to the demand for affordable homes by venturing into more affordable housing projects and acquire landbank suitable for affordable housing projects.

Market Presence

We continue to promote local talent throughout the Group as we believe that local employees understand better the local requirements towards our businesses and directly will contribute towards developing socioeconomic level of our local people. As of 2019, all DBE Senior Managers are local and constitute 17% woman.

Composition of Senior Management



Supply Chain Management

The Group aspires to raise awareness on the importance of sustainable development among employees and throughout our supply chain. We expect our suppliers to be socially conscious and to adopt environmentally sound practices.

At DBE, our procurement processes are governed by the standard operating procedures (SOP) of the Group. Selection of contractors, suppliers and vendors are based on merit, pricing and adherence to laws and regulations.

In pursuit of the continuous improvement of the Group, we conduct regular meetings to gather feedback from all our suppliers and contractors. Note that, the suppliers and contractors that we engaged with in FY2019 are 100% local, which is in-line with our endeavour towards providing employment opportunities for local businesses and subsequently reducing transportation cost and its associated carbon emissions.

SUSTAINABILITY STATEMENT (Cont'd)

ENVIRONMENTAL

We continue with our initiatives to reduce the environmental footprint across all our operations by covering focal areas such as energy, waste and water. As such, we strive to incorporate green initiatives wherever we can, especially in our property division.

Energy Efficiency

Poultry Division

The Group acknowledges that by reducing energy consumption, we indirectly reduce energy costs and carbon footprint. With the installation of the new cold room in 2018, our energy intensity was only 566.12 kWh/MT which was 78% less than the energy intensity prior to the installation (2,529.60 kWh/MT). The substantial decrease in energy intensity demonstrates the efficiency of our cold room in support of our journey towards sustainable operations.

Property Division

At our Property division, we aim to introduce green features into our buildings such as energy efficient design and features. We focus on improving our developments, by promoting high-ceiling structures to facilitate natural ventilation and lighting. Our apartment's common areas such as corridor and staircase are equipped with LED lighting.

Waste Management

Property Division

Our environmental impact can be significant with regard to resource consumption and waste generation, if they are not managed responsibly. In order to reduce construction waste, we utilise prefabricated materials at all our property development sites. The durability and fast installation of prefabricated material are other reasons for this method of choice.

We practice waste segregation of recyclables and non-recyclables at construction sites and workers' quarters to minimise amount of waste sent to landfill. Recyclable waste is sold to a licensed recycling company.

Poultry Division

Before the divestment of the poultry division, we ensure maximum reuse of waste at farms, hatcheries, meat processor and other food production processes. We maintain an effective waste management practices to prevent environmental contamination. For example, poultry manure is recycled and turned into organic fertilisers for agricultural use and it is used to substitute the chemical fertiliser. The table below describes our approach in managing solid waste in our Poultry division:

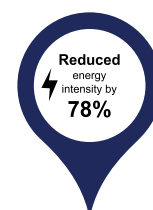
By-products or waste	Approach
Chicken manure	Agricultural use
Feathers	Feather meal
Internal organs	Feed for fish farms
Skin, gizzard, liver	Wet market
Poultry's feed packaging	Reuse for chicken manure packaging

Water Management

Sustainable supply of water is vital to meet the growing demand of today and to counter the effect of extreme climate change such as dry hot weather.

Property Division

We integrated rainwater collection and utilisation system (SPAH) in the planning and design of our semi-detached (semi-D) and bungalow houses. This initiative aims to utilise rainwater as an alternative water source to combat future water problems. Some of our property designs have water conservation features such as dual flush water closet and we aim to install this feature in all our future projects. We also assure all construction sites practice reuse of water such as for washing of vehicle tyres before leaving the sites to minimise pollution in surrounding areas.



SUSTAINABILITY STATEMENT (Cont'd)



ENVIRONMENTAL (Cont'd)

Water management (Cont'd)

Poultry Division

It is our responsibility to ensure that the wastewater generated during our processing activities is in accordance with Standard B of the Environmental Quality (Industrial Effluent) Regulations 2009, enforced by the Department of Environment (DOE). The samples of the wastewater are sent to a certified laboratory for biochemical oxygen demand and chemical oxygen demand tests. In FY2019, the results of wastewater tests met the regulatory limits.

SOCIAL

Affordable Housing

As a property developer, our aim is to increase the number of home owners in Perak. We offer affordable housing to cater the needs of low-to-medium income earners via our practical design and cost-effective construction system.

Current Project Developments



Pangsapuri Seri Iskandar



Taman Desa Harmoni

This fully sold Pangsapuri Seri Iskandar is located at Bandar Seri Iskandar, Perak Tengah. This project includes 4 blocks of 8 storey-building comprising of 781 units, furnished with facilities such as a multipurpose hall, prayer room, toilets, a kindergarten and swimming pool.

Taman Desa Harmoni in Bota Besar, Perak Tengah consists of 10 units of Semi-D houses, 85 units of single-storey terrace houses and 19 commercial units. This development is completed and is targeted for delivering of vacant possession in 2020.



Pengkalan Prisma



Taman Bemban Indah

Taman Bemban Indah, Mukim Sungai Terap in Daerah Kinta consists of 237 units of single-storey terrace houses, 50 units of single-storey semi detached houses and 5 units of single-storey detached houses (bungalows) with an overall project completion of 44% (as of 31 March 2020).

The other project in Daerah Kinta, which is Pengkalan Prisma, Mukim Sungai Terap consists of 445 residential units of single-storey and double-storey terrace houses, and 37 commercial units, with an overall project completion of 35% (as of 31 March 2020).

SUSTAINABILITY STATEMENT (Cont'd)

SOCIAL (Cont'd)

Quality and Customer Satisfaction

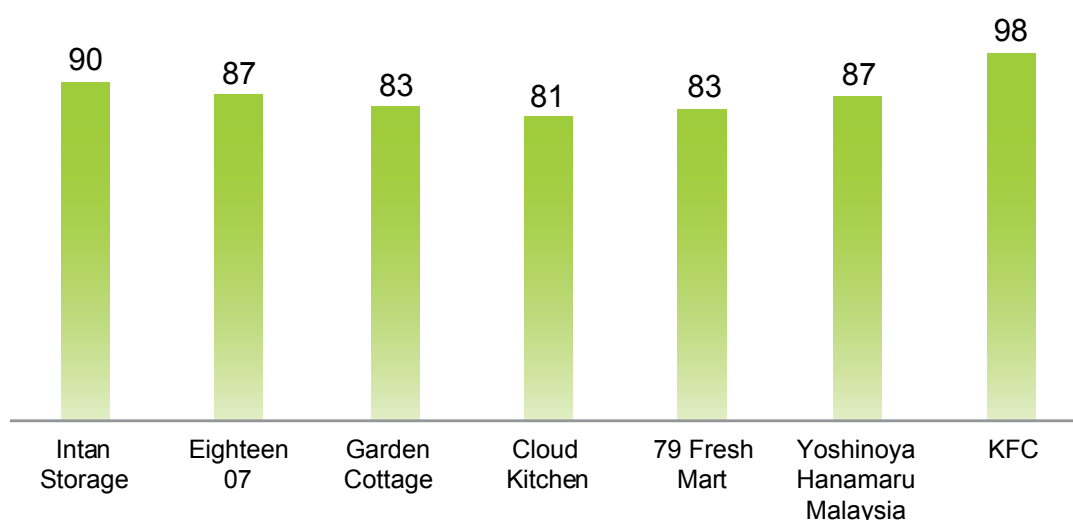
Poultry Division

Product quality is guided by our food safety objectives that involve various departments, especially Production, Sales and Marketing, Quality Assurance and Logistics. These departments ensure product quality and that it is safe for consumption.

The safety and quality of our products are further validated through Good Manufacturing Practice (GMP) and Malaysian Good Agricultural Practice (MyGAP) certifications by the Ministry of Health Malaysia. Other certifications include the Hazard Analysis and Critical Control Point (HACCP) and HALAL certification by Jabatan Kemajuan Islam Malaysia.

We believe that our product quality and services are reflected in our customer satisfaction levels. Therefore, we conduct annual customer satisfaction surveys to gauge customer satisfaction levels of both our products and services. The survey is based on criteria such as responsiveness to customer needs, communication with customer, timeliness and reliability of delivery and quality and safety of products. For FY2019, our average score for customer satisfaction was 87% which was above the target score of 85% and an increment of 7% from FY2018. The bar graph below shows customer satisfaction score for FY2019.

Customer Satisfaction Score (%)



Property Division

Our property development division adheres to the Quality Assessment System in Construction Work (QLASSIC) standard, where QLASSIC measures and evaluates the workmanship quality of our building construction. DBE properties fulfil the relevant statutory and regulatory requirements and operate beyond compliance to meet customer expectations.

In our efforts to improve the quality of workmanship, all our employees are required to attend related work seminars and workshops on a biannual basis. We adhere to our SOPs and have inspectors on site to assess quality of our properties prior to handing over to purchasers and to ensure complaints concerning defects are addressed. In FY2019, we received 255 complaints for Apartment Seri Iskandar and 55 complaints for Taman Desa Harmoni. 100% of the Apartment Seri Iskandar complaints and 80% of the Taman Desa Harmoni complaints were rectified within 30 days as stipulated in the sale and purchase agreement.

SUSTAINABILITY STATEMENT (Cont'd)

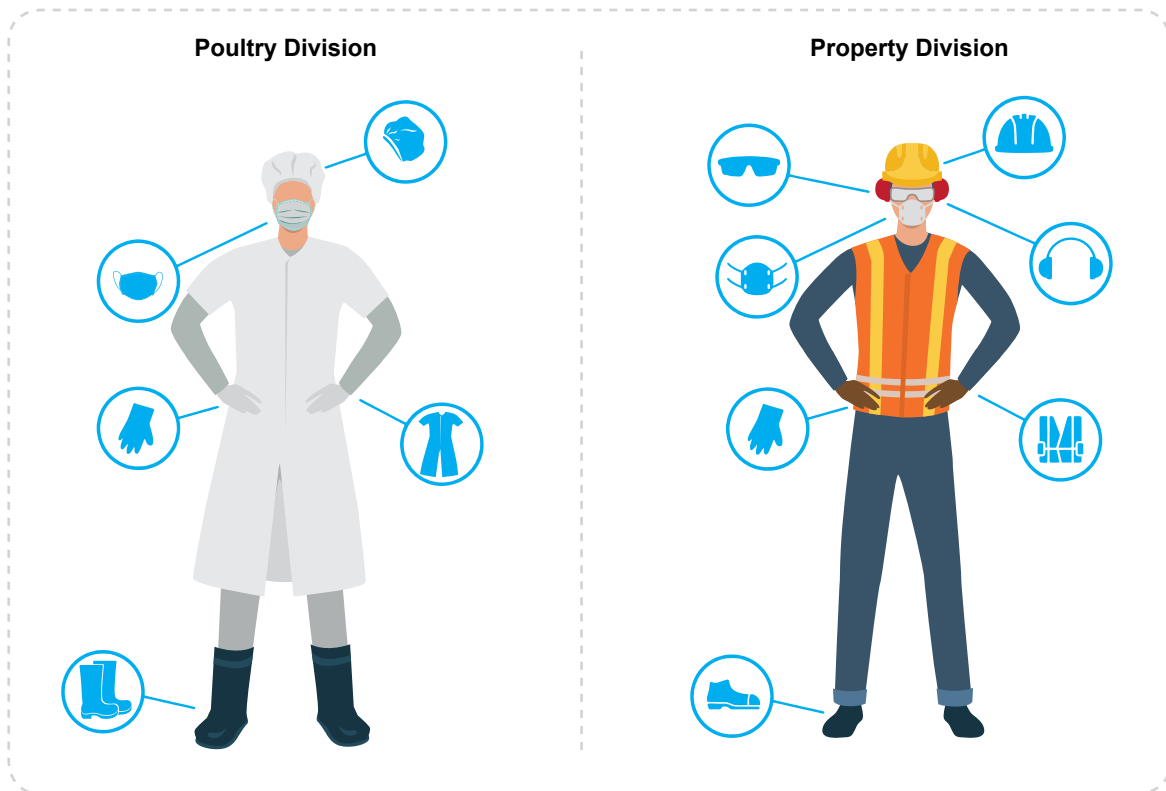


SOCIAL (Cont'd)

Occupational Health and Safety

We have Occupational Safety and Health (OSH) Committees both for our poultry and property divisions. The OSH committees monitor health and safety matters at the workplace to keep them in check and reduce the risk of accidents. The OSH Committees are led by a Chairman and comprise employer and employee representatives. The respective OSH officers conduct regular safety training programmes and inspections of the processing and production units of the poultry division and construction sites of the property division.

To ensure safety of employees and reduce workplace hazards, we provide adequate personal protective equipment (PPE) and safety work instructions.



For our Property division, we conduct regular induction training, site inspections and inspections on the condition of the cranes, scaffolding, fire extinguishers, first aid supplies and rubbish chute.

Key health and safety activities undertaken by the property division include:



This year, we recorded 352,014 total working hours with 29 recorded work-related injuries at our project sites. However, no major incident was recorded. We regularly conduct health and safety briefing and toolbox meetings to communicate safety and health issues and measures to minimise hazards and potential accidents.

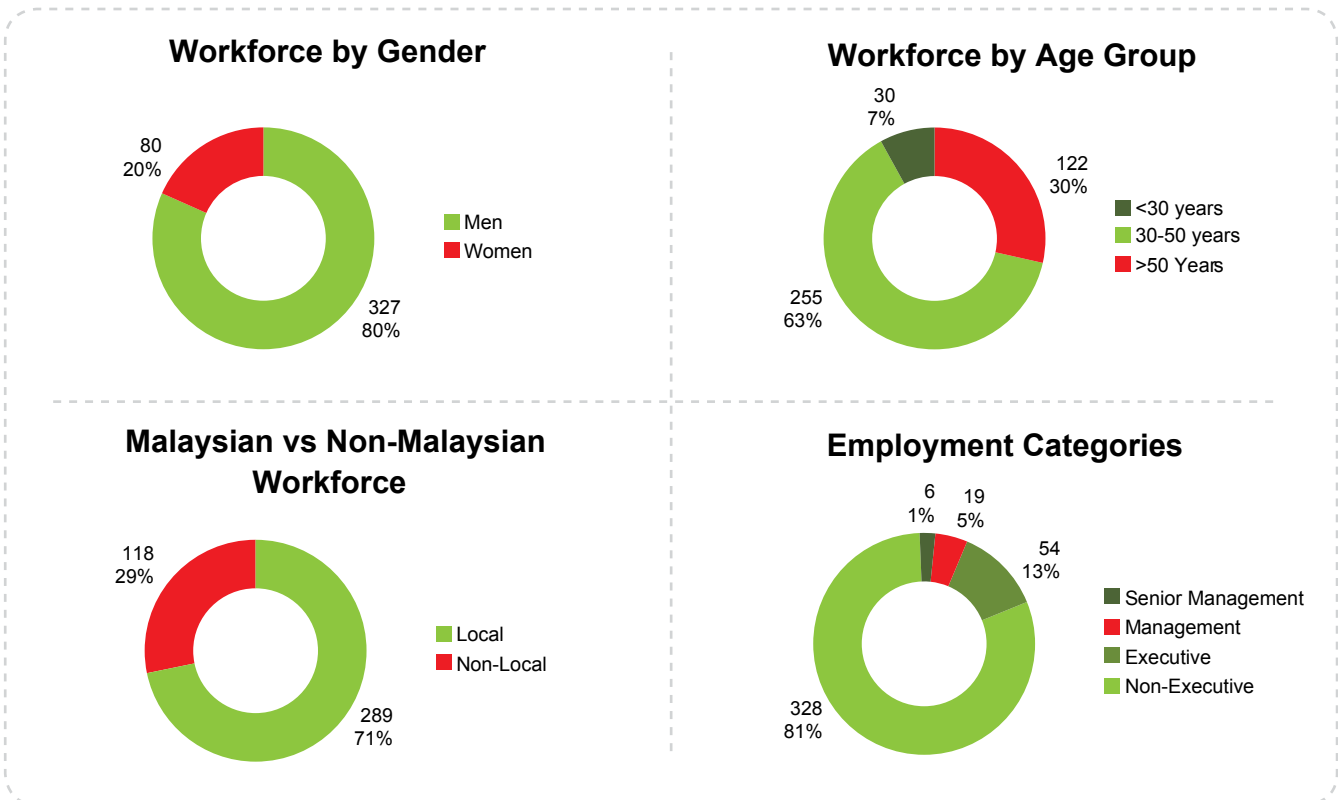
SUSTAINABILITY STATEMENT (Cont'd)

SOCIAL (Cont'd)

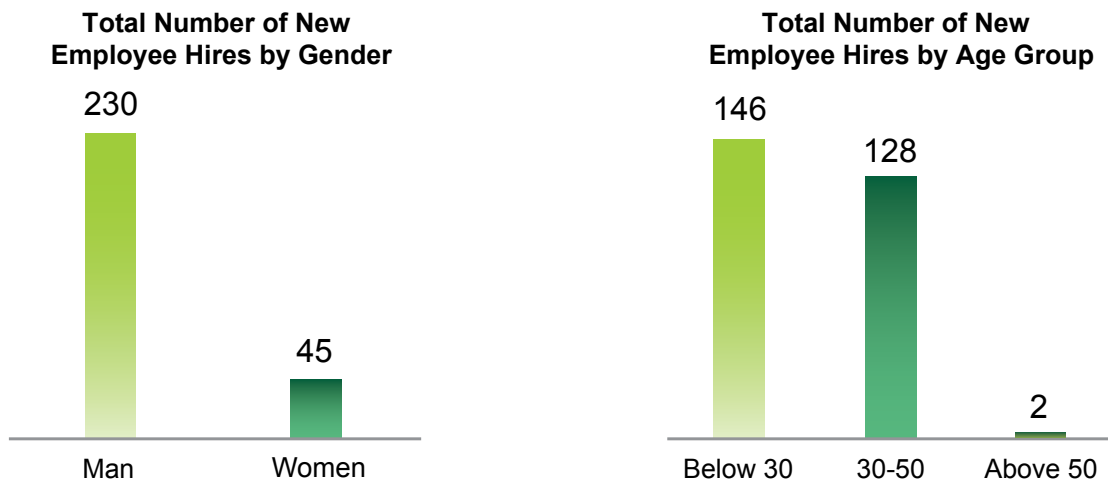
Diversity and Inclusion

The Group continues to promote diversity and inclusivity. This year, the strength of our workforce was 407 which was a 26% increase from FY2018. At DBE, our definition of diversity and inclusion includes providing equal career opportunities regardless of gender, age and nationality.

Male employees dominate our workforce by 80% due to the nature of our businesses in property development and poultry. In terms of age group, the majority of our employees are from the 30 to 50 age brackets, followed by below 30 and the least are from above 50 years. We prioritise experienced talents, however we also encourage young talents to join the company as we believe that this group is able to bring in fresh and innovative ideas. The figures below depict DBE employee breakdown by gender, age, nationality and employment category.



In FY2019, we recorded a total of 276 new hires, of which the hires of men constituted the majority. In terms of age group, the new hires below 30 are the majority. Below is the gender and age distribution of new employee hires in FY2019.



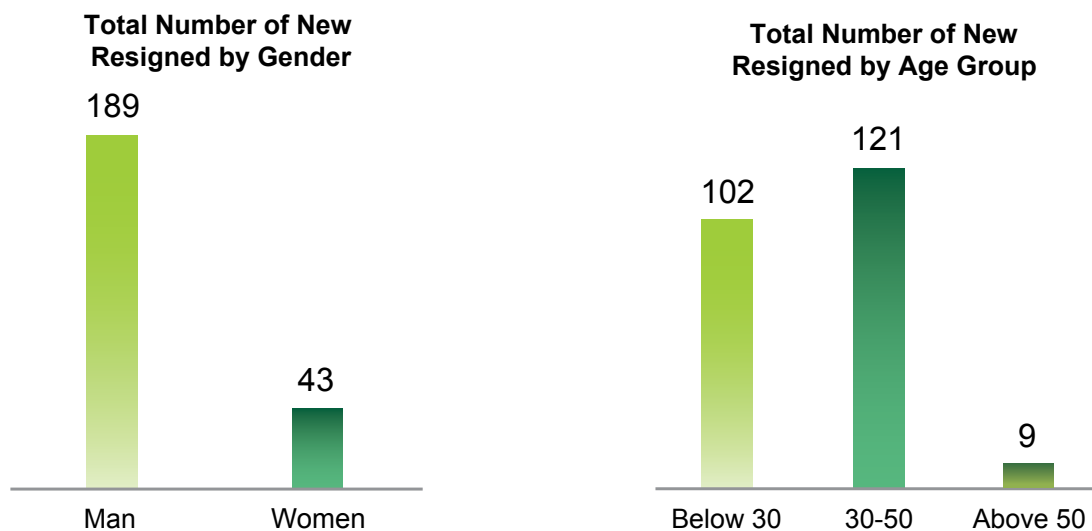
SUSTAINABILITY STATEMENT (Cont'd)



SOCIAL (Cont'd)

Diversity and Inclusion (Cont'd)

In FY2019, 232 employees left the Group, with majority of men resigning. In terms of age group, majority of employees who resigned came from group 30-50. Below is the summary of employee turnover based on gender and age group.



Summary of Social Performance Data

	2018	2019
Diversity and Inclusion		
Gender		
Men	254	327
Women	68	80
Age Group		
Below 30 years	131	122
30-50 years	160	255
Above 50 years	31	30
Locality		
Local	175	289
Non-Local	147	118
Employment Categories		
Senior Management	9	6
Management	22	19
Executive	64	54
Non-Executive	227	328

SUSTAINABILITY STATEMENT (Cont'd)

SOCIAL (Cont'd)

Summary of Social Performance Data (Cont'd)

	2018	2019
Total Number of Employee New Hires	116	276
Gender		
Men	81	230
Women	35	46
Age Group		
Below 30 years	76	146
30-50 years	25	128
Above 50 years	15	2

	2018	2019
Total Number of Employee Turnover	163	232
Gender		
Men	117	189
Women	46	43
Age Group		
Below 30 years	107	102
30-50 years	49	121
Above 50 years	7	9

In FY2019, eight employees took parental leave with all of them returning to work when the parental leave ended. Below is a summary of maternity and parental leave taken in FY2019.

Maternity leave in 2019	Number	Paternity leave in 2019	Number
Number of women who took maternity leave	5	Number of men who took paternity leave	3
Number of employees that returned to work after maternity leave ended	5	Number of employees that returned to work after paternity leave ended	3

Employee Engagement and Benefits

By actively engaging our employees and providing them opportunities for career growth, DBE is an attractive employer. The Group provides benefits such as paternity leave, compassionate leave, marriage leave and ensures the safety and health of our employees by providing panel clinic and reimbursing medical claims.

Our property division conducts various engagement activities such as annual team building activities, birthday celebrations, staff lunches, annual department trips and annual dinners to strengthen trust and communication across different departments.

SUSTAINABILITY STATEMENT (Cont'd)

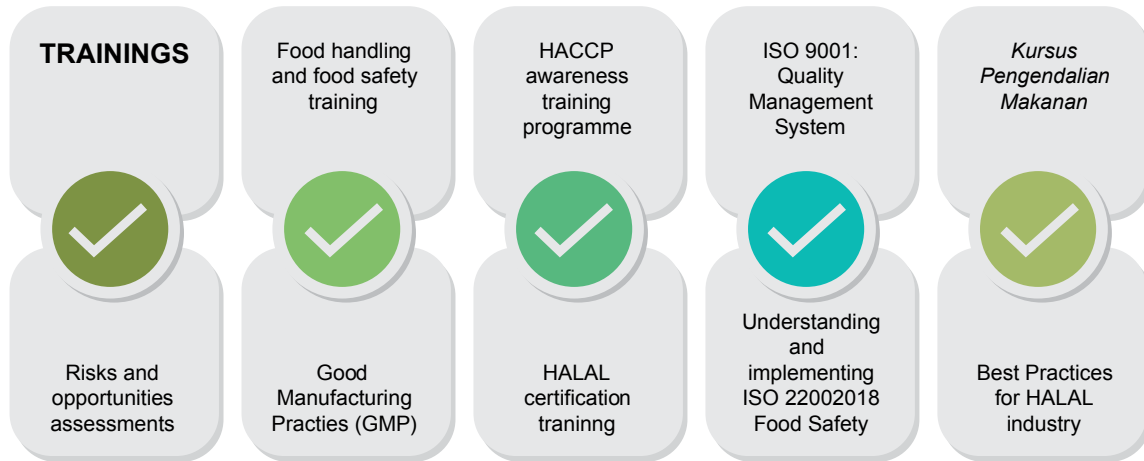


SOCIAL (Cont'd)

Training and Development

DBE believes that by providing training to employees, it sets the path for long-term success both for the employee and the Group as a whole. We plan annual training programmes and provide our employees with both internal and external training opportunities.

The Group's total training hours for this year amounted to 96 hours, with an average 7 training hours per employee. Training programmes provided for employees working in DBE's poultry division include:



For our Property division, we conducted training about *Understanding Financial Statements in Relation to MBRS Reports and its Hands-on Application and Health and Safety training.*

Community Engagement

We engage in programmes and activities that define our efforts to give back to the community, especially those groups that are vulnerable and less fortunate. To have a positive social impact, we recognise the importance of dedicating time and resources to support vulnerable communities who are less fortunate, especially children.

“WE CARE ABOUT THE COMMUNITY”



Majlis Berbuka Puasa Bersama Anak-Anak Yatim Tahfiz

30 May 2019

32 orphans between 13 and 14 years of age from Maahad Tahfiz Bayt Al Ikhlas, Lumut, Perak were celebrated during the holy month.

Objective: To share the celebration of holy month of Ramadan with the orphans.

SUSTAINABILITY STATEMENT (Cont'd)

SOCIAL (Cont'd)

Community Engagement (Cont'd)



Celebrating Children's Day at SRJK (C) Simpang Lima, Sitiawan 17 October 2019

In conjunction with Children's day, we provided Harumi meals to the SRJK (C) Simpang Lima students.

Objective: To bring great pleasure and joy to the kids



Back-to-School 2020 24 December 2019

Sponsored back-to-school items such as school bags, shoes and uniforms worth RM 5,000 was distributed to 100 students in the District Manjung, Perak.

Objective: To provide underprivileged students the support they need for their studies.



CONCLUSION

Though we are still in the process of business acclimatisation, we look forward to enhance and strengthen our EES performances. Following the re-assessment of the 14 material matters and the 4 SGDs, concurrently, we are realigning our business practices with our sustainability commitments.

With the exclusion of poultry division in the next reporting cycle, we are devoted to further strengthen the Group's presence in the property industry by strategising the Group's key action areas, while meeting our stakeholders' expectations.