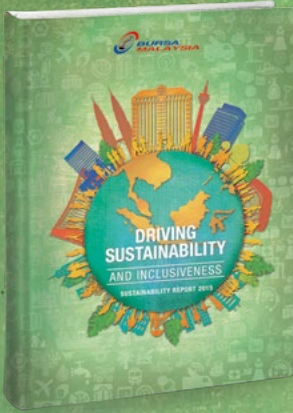




# **DRIVING SUSTAINABILITY AND INCLUSIVENESS**

**SUSTAINABILITY REPORT 2015**



### Cover Rationale

The cover for our 2015 Sustainability Report reflects the central role Bursa Malaysia is playing in driving the sustainability of our marketplace and positioning ourselves as ASEAN's leading stock exchange on the sustainability agenda. We are committed to building an inclusive and connected marketplace, one where we work closely with Malaysian capital market stakeholders and custodians to broaden and deepen the integration of sustainable strategies in all areas.

# VISION

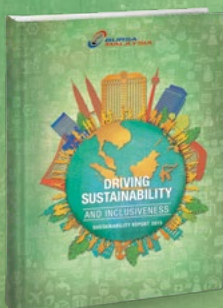
To be the preferred partner in Asia for fundraising, trading and investment.


# MISSION

As the preferred partner, Bursa Malaysia offers a fair and orderly market that is easily accessible with diverse and innovative products and services.

# OUR REPORTS

We produce a full suite of reporting publications to cater to the diverse needs of our broad stakeholder base. The following reports are tailored to meet our readers' specific information requirements.



	Objective	Frameworks applied	Cross-referencing
Annual Report 2015	<ul style="list-style-type: none"> <li>Provides a comprehensive discussion of the Group's performance</li> </ul>	<ul style="list-style-type: none"> <li>Bursa Malaysia Securities Main Market Listing Requirements</li> <li>Malaysian Financial Reporting Standards</li> <li>International Financial Reporting Standards</li> <li>Companies Act, 1965</li> </ul>	Bursa Malaysia Website 
Sustainability Report 2015	<ul style="list-style-type: none"> <li>Presents a balanced and comprehensive analysis of the Group's sustainability practices and performances in relation to issues material to our stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Global Reporting Initiative ("GRI") G4 Sustainability Reporting Guidelines</li> <li>Bursa Malaysia Securities Main Market Listing Requirements</li> <li>ISO 26000</li> </ul>	

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23	Policies, Codes, Manuals, Guidelines and Procedures
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37	Other EES Performance Data
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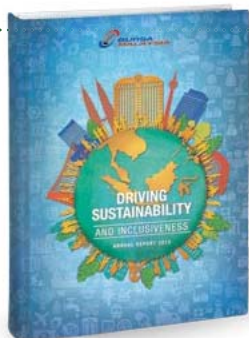
# ABOUT THIS REPORT

## REPORT PROFILE

Bursa Malaysia Berhad (“Bursa Malaysia”) first reported its sustainability practices in the Annual Report 2006, the same year it launched the Bursa Malaysia Corporate Social Responsibility (“CSR”) Framework for listed issuers. Since 2011, we have issued standalone Sustainability Reports (“SR”) annually, making reference to Global Reporting Initiative™ (“GRI”) G3 and subsequently, to G4 Sustainability Reporting Guidelines. This Sustainability Report 2015 (“SR2015”) describes how we leveraged on our competencies and strengths to make positive changes in our business environment, society and planet throughout 2015.

This SR2015 was prepared with guidance from the GRI G4 Sustainability Reporting Guidelines on effective sustainability reporting and the essential performance indicators that responsible companies are expected to disclose. We have disclosed all elements required under the General Standard Disclosures for the “in accordance” core criteria option of the GRI G4 and, where relevant, have made Specific Standard Disclosures in the Economic, Environmental and Social (“EES”) categories as summarised in the

GRI Content Index. We have also been guided by the principles of social responsibility outlined in the International Organisation for Standardisation (“ISO”) 26000, Guidance on Social Responsibility to ensure that we continue to operate our business in a socially responsible way. We have also referred to Bursa Malaysia’s recently launched Sustainability Reporting Guide and six toolkits for further guidance.



### REPORT SCOPE, MATERIAL ASPECTS AND BOUNDARIES

This Report complements Bursa Malaysia’s Annual Report 2015 (“AR2015”), in which detailed descriptions of our business operations and financial performance can be found. Together, these documents aim to highlight our close and positive relationships with our stakeholders as well as our commitment to address sustainability issues material to our stakeholders, which we have summarised as follows:

1. Being a responsible organisation;
2. Managing our impact on the environment; and
3. Being a responsible employer and contributing to our communities.

Our scope and aspect boundaries remain the same as per previous reports and we are not re-stating any information provided in earlier reports.

We wish to highlight that while we are in the process of reviewing our internal sustainability management approach, and strengthening our disclosures based on the materiality principle for the next sustainability report, we have taken the step to report on our material aspects based on EES considerations, transitioning from reporting based on the four CSR dimensions of Marketplace, Workplace, Community and Environment as prescribed by the CSR Framework for listed issuers. Our disclosures on our material EES aspects can be found in the EES Performances and Disclosures section as well as in the Other EES Performance Data section of this Report.

## SUSTAINABILITY REPORTING PROCESS

Sustainability performances and disclosures are monitored closely by the Sustainability Committee led by the Chief Executive Officer (“CEO”) while the sustainability reporting process is managed by the Corporate Services Division, which is also tasked with preparing the AR2015. The Director of Corporate Services, who is also the Chief Financial Officer, works closely with the CEO on both the AR2015 and SR2015.

## EXTERNAL ASSURANCE

There is currently no formal policy with regard to seeking external assurance for this Report. We, however, envisage that such a policy may be forthcoming with the FTSE4Good Bursa Malaysia (“F4GBM”) Index established, the Sustainability Reporting Guide issued and as we progress towards integrated reporting and improving our sustainability approach as a listed entity.

### YOUR FEEDBACK ON THIS REPORT

This Report, together with our Annual Report, is available on our corporate website at [www.bursamalaysia.com](http://www.bursamalaysia.com). Comments or queries on our sustainability practices, performance and reporting can be sent to us at:

**Corporate Services**  
 Bursa Malaysia Berhad  
 13<sup>th</sup> Floor, Exchange Square, Bukit Kewangan  
 50200 Kuala Lumpur  
 Malaysia

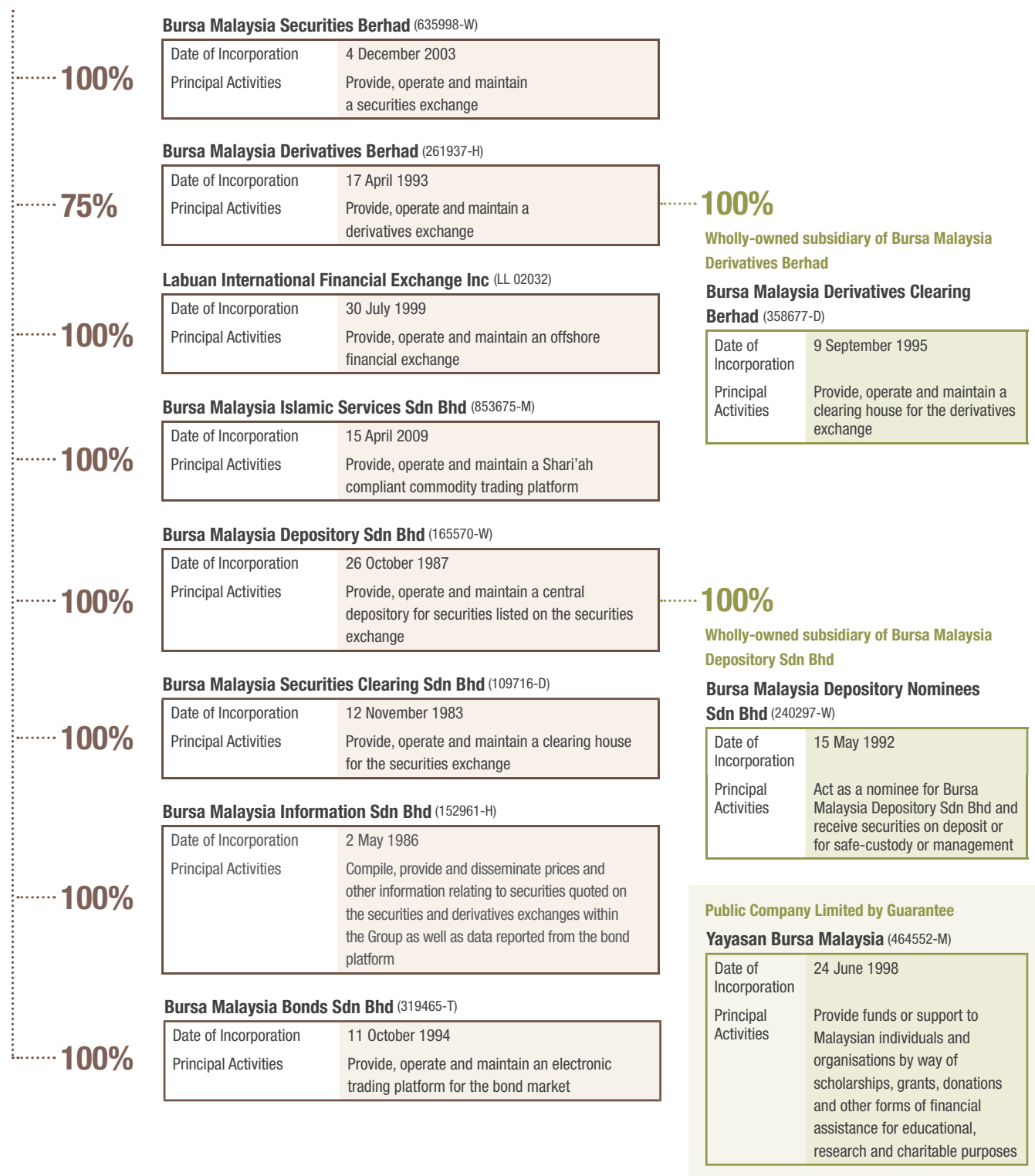
Email : [sustainability@bursamalaysia.com](mailto:sustainability@bursamalaysia.com)  
[ir@bursamalaysia.com](mailto:ir@bursamalaysia.com)

# BURSA MALAYSIA AT A GLANCE

## CORPORATE INFORMATION (GROUP CORPORATE STRUCTURE)



### BURSA MALAYSIA BERHAD (30632-P)



## BURSA MALAYSIA AT A GLANCE CORPORATE INFORMATION (OTHER CORPORATE INFORMATION)

### SENIOR INDEPENDENT NON-EXECUTIVE DIRECTOR

**Datuk Karownikaran @ Karunikaran a/l Ramasamy**

Tel: 03-2093 6391

E-mail: karu.kr@gmail.com

### COMPANY SECRETARIES

**Yong Hazadurah Md. Hashim**

LS 006674

**Hong Soo Yong, Suzanne**

MAICSA 7026744

### REGISTERED OFFICE

15<sup>th</sup> Floor, Exchange Square  
Bukit Kewangan, 50200 Kuala Lumpur  
Tel: 03-2034 7000  
Fax: 03-2732 6437  
E-mail: enquiries@bursamalaysia.com  
Web: www.bursamalaysia.com

### FORM OF LEGAL ENTITY

Incorporated on 14 December 1976 as a public company limited by guarantee. Converted to a public company limited by shares on 5 January 2004 pursuant to the Demutualisation (Kuala Lumpur Stock Exchange) Act 2003

### STOCK EXCHANGE LISTING

Listed on Main Board of Bursa Malaysia Securities Berhad on 18 March 2005  
Stock Code: 1818  
Stock Name: BURSA

### CUSTOMER SERVICE

Bursa Malaysia Berhad  
3<sup>rd</sup> Floor, Exchange Square  
Bukit Kewangan, 50200 Kuala Lumpur  
Tel: 03-2026 5099  
Fax: 03-2026 4122  
E-mail: customerservice@bursamalaysia.com

### INVESTOR RELATIONS

Koay Lean Lee  
13<sup>th</sup> Floor, Exchange Square  
Bukit Kewangan, 50200 Kuala Lumpur  
Tel: 03-2034 7306  
Fax: 03-2026 3687  
E-mail: ir@bursamalaysia.com

### REGISTRAR

Tricor Investor & Issuing House Services Sdn Bhd (11324-H)  
Unit 32-01, Level 32, Tower A  
Vertical Business Suite  
Avenue 3, Bangsar South  
No. 8, Jalan Kerinchi  
59200 Kuala Lumpur  
Tel: 03-2783 9299  
Fax: 03-2783 9222  
E-mail: is.enquiry@my.tricorglobal.com  
Web: www.tricorglobal.com

### AUDITORS

Ernst & Young (AF 0039)  
Chartered Accountants  
Level 23A, Menara Milenium  
Jalan Damanlela  
Pusat Bandar Damansara  
50490 Kuala Lumpur

### PRINCIPAL BANKERS

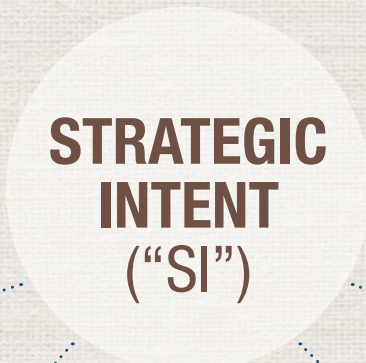
CIMB Bank Berhad (13491-P)  
5<sup>th</sup> Floor, Bangunan CIMB  
Jalan Semantan  
Damansara Heights  
50490 Kuala Lumpur

Malayan Banking Berhad (3813-K)  
Menara Maybank  
100, Jalan Tun Perak  
50050 Kuala Lumpur

**BURSA MALAYSIA**  
**AT A GLANCE**  
**OUR STRATEGIC INTENTS**

Our strategic intents and 2015 initiatives, bringing us another step closer to becoming

**ASEAN'S**  
**MULTINATIONAL**  
**MARKETPLACE**



**Create a More Facilitative TRADING ENVIRONMENT**

- Launched e-services, i.e. New Bursa LINK and online listing enquiry service
- Issued guidance on rebate on commission for equities brokers

**Facilitate More TRADABLE ALTERNATIVES**

- Introduced new Shariah-compliant ETFs:
  1. MyETF MSCI SEA Islamic Dividend
  2. MyETF Thomson Reuters Asia Pacific ex-Japan Islamic Agribusiness
- Introduced new Shariah-compliant REIT - Al-Salam REIT
- Introduced new call and put warrants over foreign indices

**Reshape MARKET STRUCTURE & FRAMEWORK**

- Signed Sustainable Stock Exchanges' commitment to promote sustainable performance
- Launched Sustainability Framework Reporting Guide and Toolkits for PLCs
- Enhanced ACE market framework

**REGIONAL MARKETPLACE with Global Access**  
*(Centre of ASEAN)*

- Signed collaboration agreement on product research & development with Dalian Commodity Exchange
- Obtained US CFTC approval to attract US-based traders into our Derivatives Market via Direct Market Access

# BURSA MALAYSIA AT A GLANCE THE VALUES THAT WE CREATE

## WHY WE EXIST

Bursa Malaysia has dual key roles as the leader of Malaysian capital markets:



**01**  
To operate and regulate  
an Integrated Exchange



**02**  
To create value for our  
shareholders as a leading  
public listed company (“PLC”)

## OUR FORMS OF CAPITAL

In creating value, we rely on the effective deployment of our capitals:



### FINANCIAL CAPITAL

Our Financial Capital comprises share capital and operating revenue. With a market capitalisation of RM4.5 billion\*, we use our financial capital to recruit and retain talent, to invest in technology, and to ensure that our markets operate efficiently and effectively.



### HUMAN CAPITAL

Our Human Capital comprises our staff of 596 employees, all of whom have been highly trained to ensure that they have the right skills and competencies to manage our market infrastructure. We deploy our staff to:

- Ensure the effective and efficient discharge of our obligations in all our markets.
- Create new products and services in tandem with the needs and developments in the wider marketplace.
- Appraise themselves of and adapt to regulatory and supervisory changes in a constantly evolving marketplace.



### INTELLECTUAL CAPITAL

Our Intellectual Capital comprises our institutionalised forms of knowledge and competencies derived from years of experience in market operations. These in turn form the backbone of our knowledge base, as well as our information portfolio which comprises intellectual property, proprietary rights and the Bursa Malaysia brand.



### SOCIAL CAPITAL

Our Social Capital comprises the relationships that we have built with our stakeholders including our investors, our PLCs, our regulators and our intermediaries. Bursa Malaysia is committed to the development of a sustainable ecosystem for all market participants, and is similarly committed to empowering these ecosystems through our Corporate Sustainability Initiatives.

\* As at 31<sup>st</sup> December 2015



# BURSA MALAYSIA AT A GLANCE

## THE VALUES THAT WE CREATE

### WHAT WE DO

As one of the largest bourses in ASEAN, we are an integrated exchange providing a wide range of integrated products and services including listing, trading, clearing, settlement and depository.



#### SECURITIES

We operate the stock market in Malaysia where investors can participate in the buying and selling of shares on two types of markets, the Main Market and the ACE Market.

#### TWO TYPES OF MARKETS:

**Main Market: 794 companies**

**ACE Market: 109 companies**

- 18 sectors that cover 60 economic activities
- Total market capitalisation: RM1.7 trillion

#### PRODUCTS:

- 644 Structured Warrants
- 57 Warrants
- 16 REITs
- 10 Foreign listings
- 8 ETFs
- 4 SPACs
- 1 Stapled Securities
- 1 Closed-End Fund



#### DERIVATIVES

We offer 12 derivatives products comprising commodity, equity and financial futures and options.

#### 12 DERIVATIVES PRODUCTS:

##### 5 Commodity Futures:

- FCPO
- FUPO
- FPKO
- FGLD
- FPOL

##### 3 Financial Futures:

- FMG3
- FMG5
- FKB3

##### 2 Equity Futures:

- FKLI
- SSFs

##### 1 Commodity Options:

- OCPO

##### 1 Equity Options:

- OKLI



#### ISLAMIC

As a leading Islamic capital market, we operate a market offering diverse Shariah-compliant products. Our Bursa Suq Al-Sila' ("BSAS") is a commodity trading platform specifically dedicated to facilitating Islamic liquidity management. We have 22 Sukuk listings valued at USD34.6 billion.

#### OTHER SHARIAH-COMPLIANT OFFERINGS INCLUDE:

- 667 *i*-Stocks
- 4 *i*-ETFs
- 4 *i*-REITs
- 3 ETBS
- 2 *i*-SPACs



#### OFFSHORE

We operate the Labuan International Financial Exchange, where issuers can list their non-Ringgit denominated securities.

#### TOTAL MARKET CAPITALISATION: USD27.3 billion

- 22 Bond listings
- 11 Sukuk listings

### WHAT WE CREATE

- **A DIVERSE AND RESILIENT MARKET:** As one of the largest stock markets in ASEAN, we are responsible for creating a resilient market on the back of quality PLCs and a sustainable market ecosystem.
- **GLOBAL BENCHMARK FOR CRUDE PALM OIL ("CPO"):** Being a leading market for CPO contracts, the contracts on Bursa Malaysia function as a global benchmark for CPO settlement price.
- **EFFECTIVE FUNDRAISING CHANNELS:** A deep and vibrant pool of liquidity has made Bursa Malaysia the top ASEAN destination for fundraising for the second consecutive year.
- **PACESETTER IN ISLAMIC CAPITAL MARKETS:** Our expertise in Islamic Finance has enabled us to become a leading specialist in global Islamic capital markets.
- **EXPOSURE TO ASEAN:** As home to some of ASEAN's largest companies with operations throughout the region, Bursa Malaysia is steadily reaching its goal of becoming ASEAN's Multinational Marketplace.
- **INVESTOR PROTECTION:** Bursa Malaysia protects its investors via a systemically sound financial infrastructure which has been recognised by international observers.

# BURSA MALAYSIA

## AT A GLANCE

### MARKET HIGHLIGHTS

	31 DEC 2011	31 DEC 2012	31 DEC 2013	31 DEC 2014	31 DEC 2015
<b>Securities Market</b>					
FBM KLCI	1,530.73	1,688.95	1,866.96	1,761.25	1,692.51
Market Capitalisation (RM billion)	1,285	1,466	1,702	1,651	1,695
Velocity (%)	33	28	30	29	30
Average Daily Trading Volume - OMT & DBT (million shares)	1,344	1,361	1,567	2,157	2,038
Average Daily Trading Volume - OMT (million shares)	1,288	1,294	1,477	2,072	1,966
Average Daily Trading Value - OMT & DBT (RM million)	1,788	1,666	2,137	2,162	2,082
Average Daily Trading Value - OMT (RM million)	1,699	1,573	1,915	2,053	1,991
Total Trading Volume - OMT & DBT (billion shares)	329	334	387	531	501
Total Trading Value - OMT & DBT (billion shares)	438	408	528	532	512
Total Funds Raised (RM billion)	15.0	32.0	22.5	24.3	21.2
Total Listed Counters	1,476	1,640	1,566	1,739	1,739
• No. of PLCs	941	921	911	906	903
- No. of New Listings - IPOs (including REITs)	28	17	18	14	11
- No. of Delistings (including REITs)	43	36	27	21	14
• No. of Listed REITs	15	16	17	16	17
- No. of New Listings - REITs	1	1	1	-	1
• No. of Listed ETFs	5	5	5	6	8
- No. of New Listings - ETFs	-	-	-	1	2
• No. of Listed Structured Warrants	304	477	398	527	503
- No. of New Listings - Structured Warrants	363	551	410	546	644
No. of Rights & Bonus Issue	61	60	54	89	73
No. of New CDS Accounts Opened (Yearly)	164,110	207,393	153,764	136,303	153,140
Total CDS Accounts (million) <sup>1</sup>	4.2	4.3	4.4	2.5	2.5
No. of Trading Days	245	245	247	246	246
No. of Participating Organisations of Bursa Malaysia Securities	35	33	31	30	30
<b>Derivatives Market</b>					
Open Interest	152,419	214,065	196,493	196,413	230,376
• Crude Palm Oil Futures ("FCPO")	112,720	173,649	151,486	166,625	188,888
• FBM KLCI Futures ("FKLI")	23,505	30,550	40,473	25,476	37,750
• Others	16,194	9,866	4,534	4,312	3,738
No. of Contracts Traded:					
• FCPO (million)	5.9	7.5	8.0	10.2	11.0
• FKLI (million)	2.5	2.1	2.7	2.2	3.0
• 3-Month KLIBOR Futures	92,775	50,946	16,791	13,150	1,271
• GOLD <sup>2</sup>	-	-	24,253	111,844	39,974
• Other Products (OCPO <sup>3</sup> , OKLI <sup>4</sup> , FPOL <sup>5</sup> , and FMG5 <sup>6</sup> )	-	6,314	7,831	5,558	10,762
Average Daily No. of Contracts Traded	34,474	39,387	43,490	50,654	57,157
Total Contracts Traded (million)	8.4	9.6	10.7	12.5	14.1
No. of Trading Days	245	245	247	246	246
No. of Trading Participants of Bursa Malaysia Derivatives	20	20	18	19	18
<b>Islamic Capital Market</b>					
% of Shariah Compliant PLCs	89	88	71	74	74
% of Shariah Compliant (by Market Capitalisation)					
• PLCs	63	64	63	63	66
• ETFs	40	32	30	31	21
• REITs	18	14	43	42	43
No. of ETBS	-	-	2	3	3
No. of Sukuk Listings on Bursa Malaysia Securities	19	20	20	20	22
Value of Sukuk Listings (USD billion)	28.5	33.7	32.9	34.2	34.6
Bursa Suq Al-Sila':					
• Average Daily Value Commodity Traded (RM billion)	1.2	2.3	3.9	6.9	15.2
• Total Accumulated Commodity Trade Value (RM billion)	298.6	563.3	958.9	1,687.9	3,727.7
• Total No. of Matched Contracts	9,111	20,858	285,547	316,534	350,801
• No. of Trading Days	245	245	247	246	246
• No. of BSAS Registered Participants:					
Total	55	69	78	93	109
- Domestic	42	51	60	73	87
- Foreign	13	18	18	20	22

<sup>1</sup> The sharp decline in the number of CDS accounts in 2014 was due to the implementation of automatic closure of dormant CDS accounts that were designated as dormant on or before 2010. This maiden exercise to close such dormant CDS accounts was performed on 25 August 2014 affecting approximately 2.0 million CDS accounts.

<sup>2</sup> Gold Futures Contract was introduced in October 2013

<sup>3</sup> OCPO was introduced in July 2012

<sup>4</sup> OKLI was relaunched in May 2012

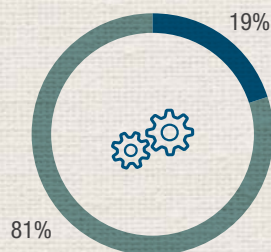
<sup>5</sup> FPOL was introduced in June 2014

<sup>6</sup> FMG5 was relaunched in December 2014

# BURSA MALAYSIA AT A GLANCE MARKET HIGHLIGHTS

## SECURITIES MARKET

Funds Raised from New IPOs & Secondary Market in 2015



Secondary Market New IPOs

### Share Ownership (%)

Market Capitalisation **RM1,695 billion**  
(31 Dec 2015)

Year	Domestic (%)	Foreign (%)
2015	78	22
2014	76	24
2013	76	24
2012	76	24
2011	77	23

Domestic Foreign

### Market Demography by Trading Value (%)

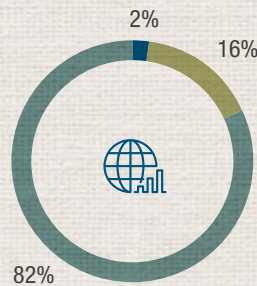
Total Trading Value - OMT **RM512 billion**  
(2015)

Year	Domestic Institution (%)	Foreign Institution (%)	Retail (%)
2015	50	27	23
2014	51	23	26
2013	52	26	22
2012	52	25	23
2011	49	25	26

Domestic Institution Foreign Institution Retail

## DERIVATIVES MARKET

Open Interest as at 31 Dec 2015



FCPO FKLI Others

### Market Demography of FKLI Contracts (%)

No. of Contracts Traded **3.0 million**  
(2015)

Year	Local (%)	Domestic Retail (%)	Domestic Institution (%)	Foreign Institution (%)
2015	18	22	5	55
2014	20	24	2	54
2013	18	28	1	53
2012	17	25	2	56
2011	19	42	2	37

Local Domestic Retail Domestic Institution Foreign Institution

### Market Demography of FCPO Contracts (%)

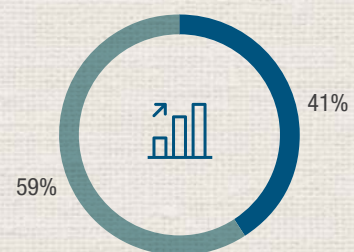
No. of Contracts Traded **11.0 million**  
(2015)

Year	Local (%)	Domestic Retail (%)	Foreign Retail (%)	Domestic Institution (%)	Foreign Institution (%)
2015	31	15	1	21	32
2014	34	15	1	15	35
2013	33	17	1	10	39
2012	36	19	1	12	32
2011	34	24	1	13	28

Local Domestic Retail Foreign Retail Domestic Institution Foreign Institution

## ISLAMIC CAPITAL MARKET

Value of Listed Sukuk as at 31 Dec 2015



Foreign Domestic

### Market Demography of BSAS Trading Value (%)

Total Commodity Trading Value **RM3,728 billion**  
(2015)

Year	Domestic Institution (%)	Foreign Institution (%)
2015	88	12
2014	79	21
2013	70	30
2012	68	32
2011	79	21

Domestic Institution Foreign Institution

### Demography of BSAS Registered Participants

No. of Trading Participants **109**  
(2015)

Year	Domestic Institution (%)	Foreign Institution (%)
2015	87	22
2014	73	20
2013	60	18
2012	51	18
2011	42	13

Domestic Institution Foreign Institution

**BURSA MALAYSIA**  
AT A GLANCE  
PEER COMPARISON

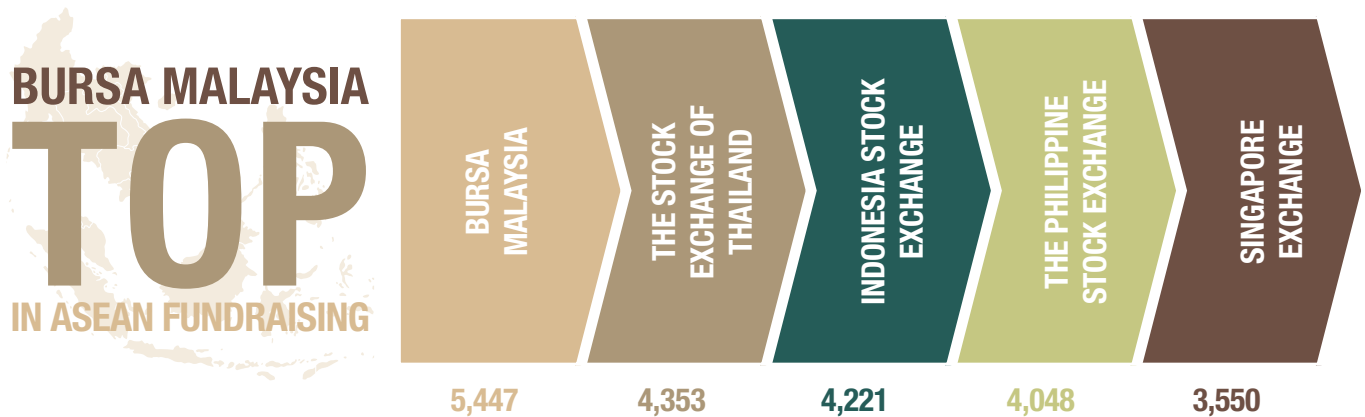
**BENCHMARK INDEX PERFORMANCE IN 2015**

<b>FBM KLCI INDEX</b> Bursa Malaysia	<b>PCOMP INDEX</b> The Philippine Stock Exchange	<b>JCI INDEX</b> Indonesia Stock Exchange	<b>STI INDEX</b> Singapore Exchange	<b>SET INDEX</b> The Stock Exchange of Thailand
-4%	-4%	-12%	-14%	-14%
<b>1,692.51</b>	<b>6,952.08</b>	<b>4,593.01</b>	<b>2,882.73</b>	<b>1,288.02</b>

■ ASEAN EXCHANGES YoY INDEX GROWTH 2015  
■ INDEX POINT AS AT 31<sup>st</sup> DECEMBER 2015

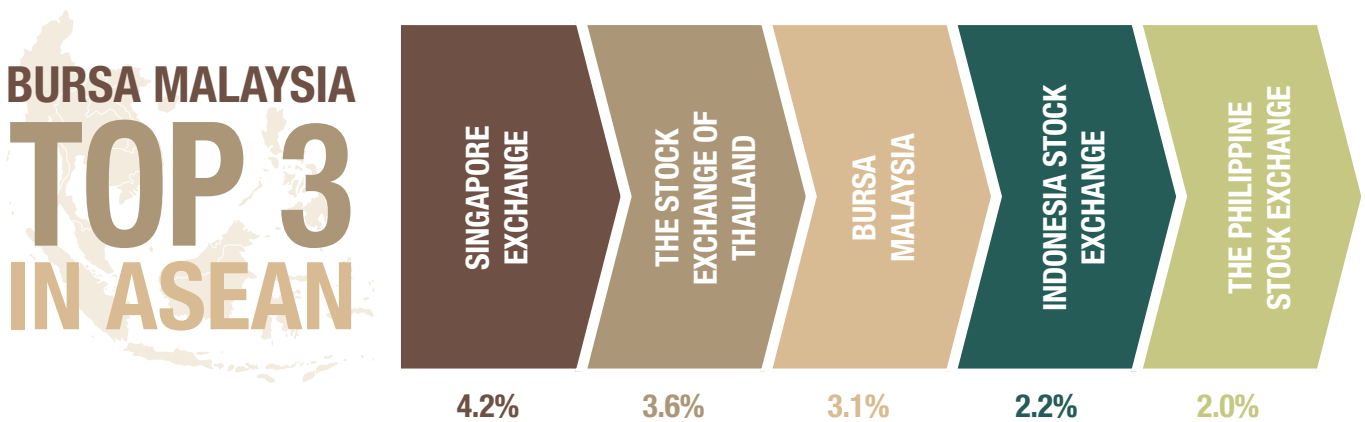
Source: Bloomberg

**TOTAL FUNDS RAISED (IN USD MILLION)**



Source: World Federation of Exchanges

**DIVIDEND YIELD (%)**



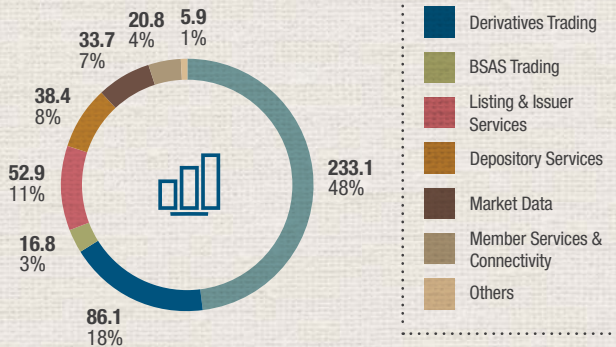
Source: Bloomberg

# BURSA MALAYSIA AT A GLANCE

## ECONOMIC VALUE CREATED FOR SHAREHOLDERS

### OPERATING REVENUE

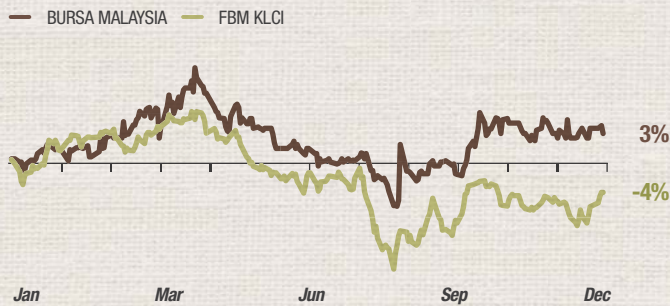
(RM million)



Total operating revenue for 2015 rose 3% to RM487.7 million from RM471.3 million in 2014.

### SHARE PRICE PERFORMANCE

#### Bursa Malaysia Share Price Performance vs. FBM KLCI



#### Bursa Malaysia Share Price Performance vs. Listed Asian Peers

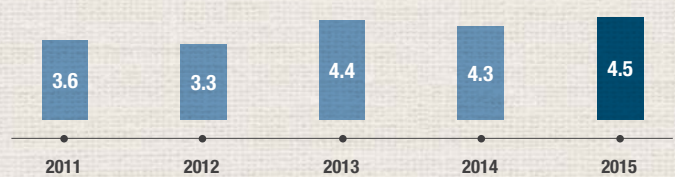


Bursa Malaysia's share price increased 3% reflecting its resilience within volatile market conditions. Starting the year strong at RM8.10, Bursa Malaysia's share price traded at its highest level since 2011 at RM9.00 on 24<sup>th</sup> April 2015. The share price closed at RM8.35 on 31<sup>st</sup> December 2015.

In the wider market, the FBM KLCI was weighed down by several factors, including a weaker Ringgit, depressed commodity prices, a slowdown in China's economy and higher interest rates in the US resulting in capital outflows.

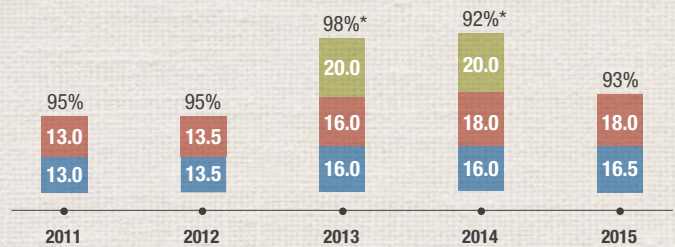
### MARKET CAPITALISATION\*

(RM billion)



\* As at 31<sup>st</sup> December

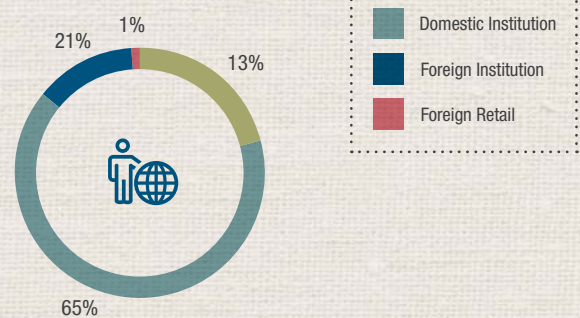
### FIVE-YEAR DIVIDEND PAYOUT TO SHAREHOLDERS



\* The dividend payout as a percentage of PATAMI, not including special dividend

### SHAREHOLDER MIX

#### Domestic vs. Foreign Shareholders



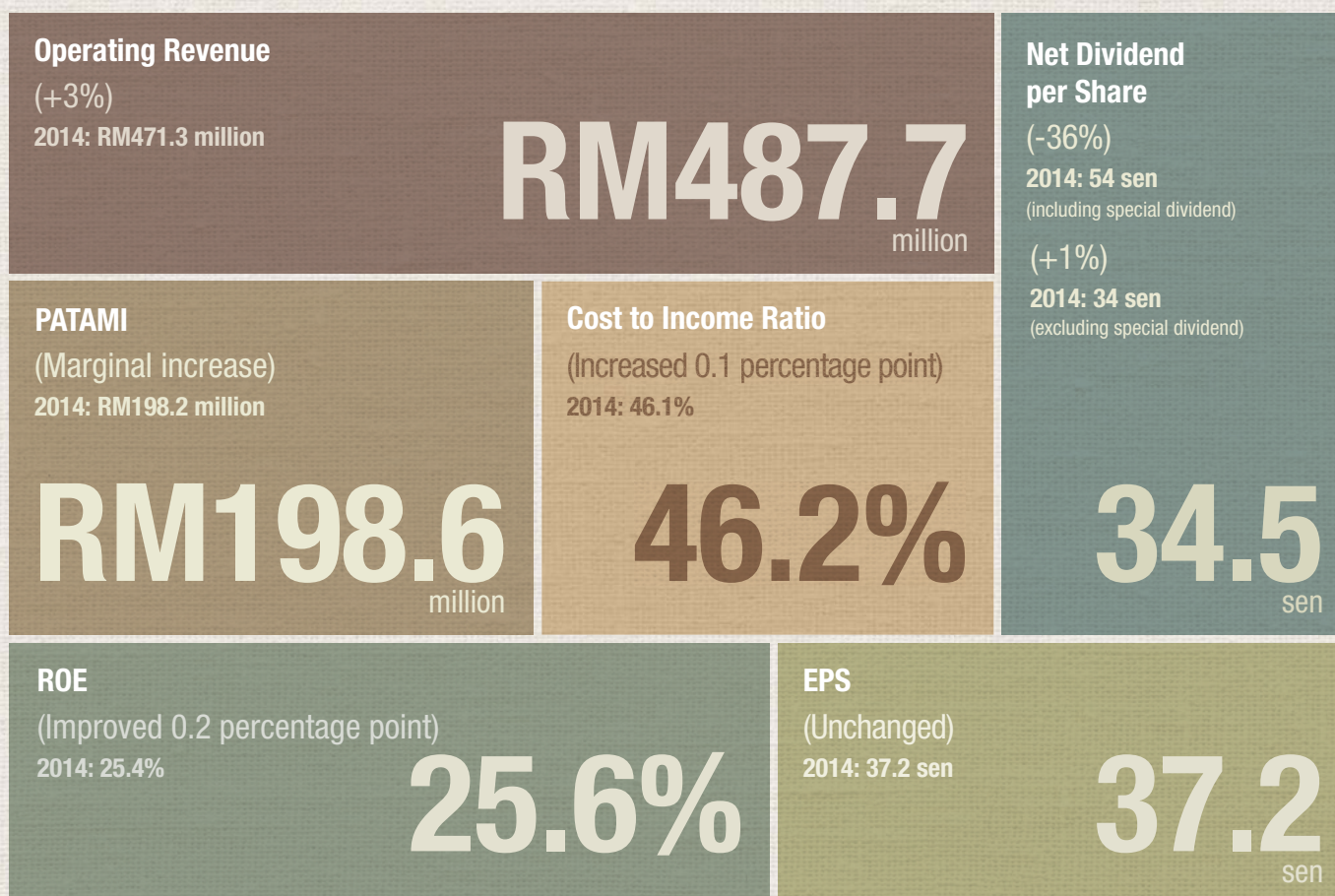
Our public shareholding of 61% represents a fair free float of Bursa Malaysia's shares and a healthy level of liquidity. As at the end of 2015, we had a total of 17,702 shareholders.



### INVESTOR RELATIONS CONTACT

Shareholders and investors may contact the Investor Relations ("IR") team directly at [ir@bursamalaysia.com](mailto:ir@bursamalaysia.com) or via the IR section on our website. You can also subscribe to our alert list to receive regular Bursa Malaysia updates via email from our website.

**BURSA MALAYSIA**  
**AT A GLANCE**  
**FINANCIAL HIGHLIGHTS**



**Operating Revenue**

(RM million)

487.7	2015
471.3	2014
439.8	2013
388.5	2012
381.5	2011

**Operating Expenses**

(RM million)

239.7	2015
232.0	2014
229.4	2013
209.2	2012
212.0	2011

**PATAMI**

(RM million)

198.6	2015
198.2	2014
173.1	2013
150.6	2012
143.1	2011

**Net Dividend per Share**

(sen)

34.5	2015
54.0	2014
52.0	2013
27.0	2012
26.0	2011

## BURSA MALAYSIA AT A GLANCE AWARDS AND RECOGNITION

### Asian Corporate Governance Association

- Malaysia Top 3 Public-Listed Company
- ASEAN Top 5 Public-Listed Company
- ASEAN Top 50 Public-Listed Company



### Futures & Options World ("FOW") Awards for Asia 2015

- Best Emerging Exchange of the Year 2015

### EFFIE Awards Malaysia 2015

- Gold for Innovative BursaMKTPLC Educational Campaign CELEB. TRADR
- Silver for Influencers under Financial Services
- Silver for BursaMKTPLC under the Financial Services category



### Global Islamic Finance Awards 2015

- Best Islamic Exchange 2015

### Global Banking & Finance Review

- Best Islamic Finance Facilitation Platform Asia 2015

### 10<sup>th</sup> IFN Service Providers Poll 2015

- Best Interbroker for Islamic Transactions



### Minority Shareholder Watchdog Group ("MSWG")

- Excellence Award for Top CG & Performance (Overall)
- Merit Award for CG Disclosure

### WORLD ECONOMIC FORUM

# 4<sup>th</sup>

among 148 countries for strength of Investor Protection

### THE WORLD BANK

# 5<sup>th</sup>

among 189 countries for Investor Protection

### ASIAN DEVELOPMENT BANK

# 2<sup>nd</sup>

among 6 ASEAN countries in Corporate Governance ("CG") assessment

### INTERNATIONAL INSTITUTE FOR MANAGEMENT DEVELOPMENT

# 12<sup>th</sup>

most competitive country in the world

# MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

*Dear  
Stakeholders,*

**INVESTORS ARE INCREASINGLY FACTORING IN COMPANIES' SUSTAINABILITY PRACTICES AND POLICIES INTO THEIR INVESTMENT DECISIONS AS EVIDENT IN A RECENT SURVEY CONDUCTED BY THE WORLD FEDERATION OF EXCHANGES SUSTAINABILITY WORKING GROUP.**

Such findings reaffirm our unwavering commitment to promote sustainability practices among listed issuers over the last ten years.





## MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



We continued to chart new and important milestones in this area last year. Pledging a voluntary commitment to the United Nations Sustainable Stock Exchange Initiative strengthened our efforts to promote sustainability performance and transparency in our capital markets. We also developed the ASEAN Capital Market CEO Summit 2015 (“ASEAN CAP10”) Sustainability Series to line up various initiatives to advance the sustainability agenda across ASEAN. As a start, we organised the Global Sustainability and Impact Investing Forum to help draw up a roadmap for an ASEAN sustainable exchange initiative to support the ASEAN Economic Community (“AEC”) 2015. This was followed by our hosting of the Sustainability Symposium 2015 (“Symposium”) to highlight the growing importance of the sustainability agenda from the global perspective. At the Symposium, we launched Bursa Malaysia’s new Sustainability Framework comprising amendments to the Listing Requirements, and the issuance of a Sustainability Reporting Guide and six toolkits to assist listed issuers in improving their sustainability-related disclosures to meet the evolving information needs of various stakeholders.

In our continued efforts to raise the standard of corporate governance (“CG”) practices among listed issuers and to further enhance domestic and global confidence in Malaysian capital markets, we reviewed some 450 listed issuers’ CG disclosures in their annual reports and issued our second report on our analysis of the disclosures. We are pleased to note that overall, quality disclosures by listed issuers were observed across the Main and ACE Markets, providing evidence that our listed issuers have not just embraced best CG and sustainability practices but have also showed further improvement in their disclosures. During the year, we continued to inculcate a strong CG and sustainability culture among listed issuers through our engagement initiatives which included advocacy programmes for directors and practitioners.

Our engagement with the top 200 listed issuers in terms of market capitalisation to educate them on the importance of improving their CG and sustainability practices also provided us with the opportunity to evaluate their potential admission into the FTSE4Good Bursa Malaysia (“F4GBM”) Index. The improvement in the listed issuers’ practices and disclosures on Environmental, Social and Governance (“ESG”) aspects material to their stakeholders resulted in more constituents being added to the list, bringing the total number of constituents up from 25 to 34.

Improvement in the CG practices for both Bursa Malaysia and its listed issuers continued to bolster the credibility of our marketplace. In the Asian Corporate Governance Association (“ACGA”) Corporate Governance Watch 2014 survey, the ACGA placed Malaysia fourth in the overall rankings. In fact, Malaysia is the only market that has consistently edged up in scoring since the survey started in 2007. Meanwhile, the ASEAN CG Scorecard results also showed that the transparency practices of Malaysian listed issuers are improving based on their scoring in the Transparency Index.

As for Bursa Malaysia as a listed issuer, we will continue to engage with our stakeholders, and identify and manage our relevant non-financial opportunities and risks as well as improve on our disclosures further. We take great pleasure in informing our stakeholders that Bursa Malaysia remained as one of the constituents of the F4GBM Index. In addition, Bursa Malaysia was one of three Malaysian companies ranked among the top 100 companies in the Channel NewsAsia Sustainability Ranking 2015, which also saw Bursa Malaysia’s ranking improve from 55 in 2014 to 49 in 2015. We also ranked higher than our listed regional peers.

We thank you for your continued support in our efforts to build a sustainable marketplace for Malaysia. We also foresee more developments in this area going forward with the official launch of the AEC in 2015.

**Datuk Seri Tajuddin Atan**  
Chief Executive Officer

# SUSTAINABILITY AT BURSA MALAYSIA

## (A) ORGANISATIONAL PROFILE

THE MALAYSIAN CAPITAL MARKETS ARE GOVERNED BY THE FOLLOWING ACTS OF PARLIAMENT:	
1.	CAPITAL MARKET AND SERVICES ACT 2007
2.	SECURITIES INDUSTRY (CENTRAL DEPOSITORIES ACT) 1991
3.	SECURITIES COMMISSION ACT 1993
4.	COMPANIES ACT 1965
5.	LABUAN COMPANIES ACT 1990
6.	LABUAN FINANCIAL SERVICES AND SECURITIES ACT 2010

The first formal securities business organisation in Malaysia was the Singapore Stockbrokers' Association, established in 1930. It was re-registered as the Malayan Stockbrokers' Association in 1937. The Malayan Stock Exchange was established in 1960 and the public trading of shares commenced. The board system had trading rooms in Singapore and Kuala Lumpur, linked by direct telephone lines. In 1964, the Stock Exchange of Malaysia was established. With the secession of Singapore from Malaysia in 1965, the Stock Exchange of Malaysia became known as the Stock Exchange of Malaysia and Singapore. In 1973, currency interchangeability between Malaysia and Singapore ceased, and the Stock Exchange of Malaysia and Singapore was divided into Kuala Lumpur Stock Exchange Berhad and the Stock Exchange of Singapore. The Kuala Lumpur Stock Exchange, which was incorporated on 14 December 1976 as a company limited by guarantee, took over the operations of Kuala Lumpur Stock Exchange Berhad in the same year. On 14 April 2004, we changed our name to Bursa Malaysia following our demutualisation exercise with the objective of enhancing Malaysia's global image and to reflect the broader deliverables of the Exchange. On 18 March 2005, Bursa Malaysia was listed on the Main Board of Bursa Malaysia Securities Berhad.

Bursa Malaysia is an exchange holding company approved under Section 15 of the Capital Markets and Services Act 2007. It consists of several subsidiaries and is under the purview of the Securities Commission ("SC") and the Ministry of Finance.

Today, Bursa Malaysia is one of the largest bourses in ASEAN, hosting more than 900 companies across 60 economic activities. We operate a fully-integrated regulated exchange offering a comprehensive range of exchange-related facilities including listing, trading, clearing, settlement, depository services and provision of market data with a diverse spread of offerings covering equities, derivatives, Islamic products, bonds, as well as an offshore financial exchange, and provide a varied range of investment choices globally. Companies are either listed on the Main Market (for large-cap established companies) or on the ACE Market (for emerging companies of all sizes). We adopt the FTSE Bursa Malaysia KLCI values as our main index. Detailed information about Bursa Malaysia's legal structure as well as its products and services can be found on page 96, 97 and page 11 of the Annual Report 2015 ("AR2015"), respectively.

## Memberships

Bursa Malaysia also holds memberships in various internationally renowned organisations. These enable us to remain up-to-date on latest developments in the Exchange sector. Below is a list of organisations we are a member of:

MEMBERSHIPS	
1.	WORLD FEDERATION OF EXCHANGES (WFE)
2.	INTERNATIONAL OPTIONS MARKET ASSOCIATION (IOMA)
3.	ASIAN & OCEANIAN STOCK EXCHANGES FEDERATION (AOSEF)
4.	INTERNATIONAL ORGANIZATION OF SECURITIES COMMISSIONS (IOSCO)
5.	FUTURES INDUSTRY ASSOCIATION (FIA)
6.	ASSOCIATION OF NATIONAL NUMBERING AGENCIES (ANNA)

## Supply chain

Bursa Malaysia operates from Exchange Square, Bukit Kewangan, Kuala Lumpur, Malaysia.

We are committed to local employment and sourcing. We rely on our 596 employees of diverse backgrounds, who are mostly Malaysian citizens, for our operations. Our Management Committee, which comprises our top management, are all Malaysian citizens. More details on our employees and Management can be found in the Economic, Environmental and Social ("EES") Performance and Disclosures section as well as the Other EES Performance Data section of this Report. We also rely on our 147 active vendors supplying various needs such as telecommunication services, utilities and office supplies.

## External initiatives

Bursa Malaysia, as a regulator, consistently encourages listed issuers to adopt good CG and sustainable practices. Bursa Malaysia joined Institut Integriti Malaysia, Performance Management and Delivery Unit under the Prime Minister's Department, Malaysia Anti-Corruption Commission, SC, Companies Commission of Malaysia, Transparency International Malaysia and Bank Negara Malaysia to establish the Corporate Integrity System™ Malaysia ("CISM") to support corporate integrity initiatives in order to enhance corporate integrity, business ethics and corporate responsibility. As a listed issuer, we signed a Corporate Integrity Pledge, which is a programme introduced by CISM, to provide further assurance to our stakeholders that we will strengthen our internal system, ensure our business environment is free from corruption and show leadership in upholding anti-corruption principles.

Bursa Malaysia also promotes responsible environmental protection practices among its employees and stakeholders. We support the Government's efforts in formulating appropriate climate change policies for the country such as the National Corporate Greenhouse Gases Reporting Programme for Malaysia ("MyCarbon").

# SUSTAINABILITY AT BURSA MALAYSIA

## (B) STAKEHOLDER ENGAGEMENT

Bursa Malaysia interacts with a large number of different stakeholder groups, and our engagements with them are crucial to help us identify, prioritise and address material sustainability issues in our business strategies. The business and functional units are empowered to interact with their respective stakeholders on their chosen platforms. Engagements are carried out on a regular basis as they are integral to our business development, relationships with stakeholders and commitment to sustainability. Details of our key stakeholders and how we engage with them are as below.



STAKEHOLDER	ENGAGEMENT APPROACH
<b>Regulators &amp; the Government</b>	Liaison meetings and dialogues with, and official reports to, regulators; and participation in the Government's Economic Transformation Programme National Key Economic Areas
<b>Issuers</b>	Direct meetings; Thought leadership sessions and advocacy programmes for Public Listed Companies ("PLCs") directors and practitioners; CMDF-Bursa Research Scheme ("CBRS"); and promotional roadshows and Initial Public Offerings ("IPO") Seminars
<b>Investors, Shareholders &amp; Analysts</b>	Local and overseas conferences and roadshows: - Invest Malaysia, Palm and Lauric Oils Conference & Exhibition, Gold & Precious Metals and Financial Markets Price Outlook Conferences Talks on Bursa Malaysia's products and services: - Workshop@Bursa, Evening with Bursa, Investment Talks, Continuing Professional Education's Accredited Product-Centric Workshop, Structured Warrant Masterclass, Derivatives Day Investor Relations: - Corporate Presentations, Investor Relations Portal, Analysts and Media Briefings, annual general meetings ("AGM"), and investor roadshows Others: - CBRS

# SUSTAINABILITY AT BURSA MALAYSIA

STAKEHOLDER	ENGAGEMENT APPROACH
<b>Intermediaries</b>	Education and advocacy programmes on areas such as internal controls, governance, risk management, issues and emerging trends. Strategic partners in BursaMKTPLC, roadshows, workshops, and trading games.
<b>Employees</b>	Sessions with the Management: - CEO Conversations Activities with employees: - Annual Dinner; Festive and National celebrations such as Hari Raya and Labour Day; outdoor sports and treasure hunt activities; community volunteering work Community Talks: - Health and Safety Talks; Knowledge Sharing and Thought Leadership sessions Other engagements: - Bursa Malaysia Employee Information Portal (“My1818”); employee engagement series of articles and Employee Engagement Survey
<b>Suppliers</b>	Direct meetings; internal vendor assessment process
<b>Communities</b>	BursaMKTPLC free online information portal, educational programmes for community and students; Scholarships, internship and training programmes; Fundraising activities such as The Bursa Bull Charge and donations to the communities-in-need; and Corporate Social Responsibility (“CSR”) activities: - Visits to, and activities with, charity organisations - Buka Puasa with orphans and Tahfiz students

Our regular channels include our website, media releases, various committees and working groups as well as announcements made via Bursa LINK. We also undertake surveys for market feedback and hold public consultations for better insights into our audiences’ needs. Meanwhile, complaints and enquiries are generally directed to our Customer Service Centre.

Details of our engagement programmes and activities for the Securities Market, Derivatives Market and Islamic Capital Market can be found on pages 33, 36 and 38 of the AR2015, respectively, and in the EES Performance and Disclosures section of this Report.

## (C) GOVERNANCE

### Board of Directors

Bursa Malaysia adheres to high standards of corporate governance (“CG”) practices under the leadership of its Board of Directors (“Board”) as guided by the Malaysian Code of Corporate Governance 2012.

The Board has a Board Charter which serves as a reference source and primary induction literature to assist the Board in performing its fiduciary duties as Directors of Bursa Malaysia. The Board periodically reviews the Board Charter to ensure it complies with legislation and best practices, and remains relevant and effective in light of the Board’s objectives.

The Board is responsible for the oversight and overall management of Bursa Malaysia. In order to ensure the effective discharge of its functions and responsibilities, it has established a Governance Model for Bursa Malaysia, delegating specific powers of the Board to the relevant Board Committees and Chief Executive Officer (“CEO”). The Board Committees established include the Nomination & Remuneration Committee (“NRC”), the Audit Committee (“AC”) and the Risk Management Committee (“RMC”).

The Governance Model, which is supported by the Corporate Authority Manual, is reviewed and amended as and when required to ensure an optimum framework for the highest standards of independence, oversight and transparency.

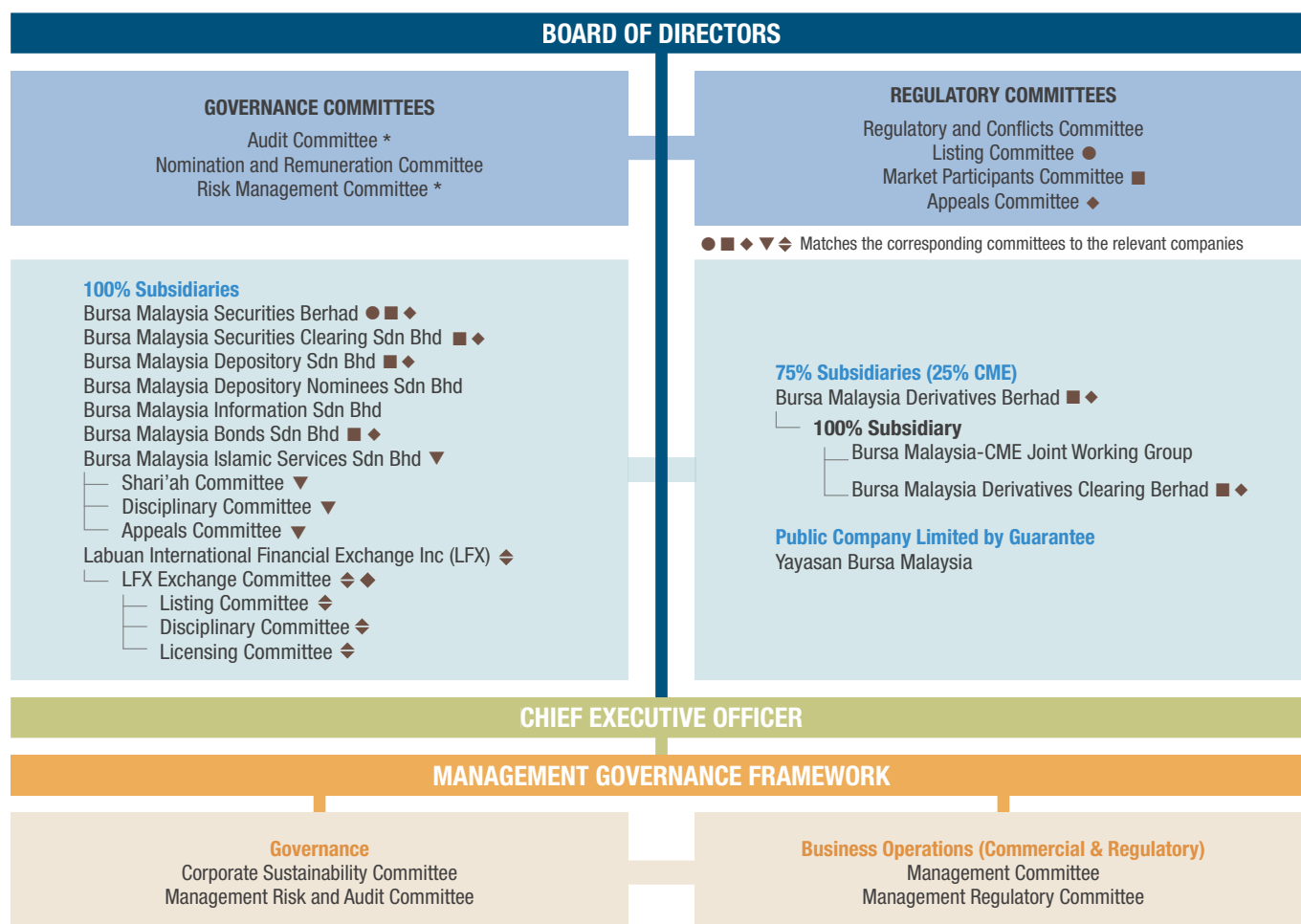
# SUSTAINABILITY AT BURSA MALAYSIA

The NRC has four members and is chaired by a Senior Independent Non-Executive Director. A Public Interest Director and two other Independent Non-Executive Directors make up the other three members.

The AC, on the other hand, comprises four members and is chaired by an Independent Non-Executive Director. The committee also has a Public Interest Director and two other Independent Non-Executive Directors as its members. The AC's Report can be found on page 90 of the AR2015.

Meanwhile, the RMC is made up of four members and is chaired by an Independent Non-Executive Director. Other members include a Public Interest Director and two other Independent Non-Executive Directors. The Statement on Internal Control and Risk Management can be found on page 83 of the AR2015.

We have also disclosed detailed information on the Board, the Board Charter, the Governance Model, the Board Committees and their terms of reference on our corporate website.



Note:

\* All subsidiaries of Bursa Malaysia have fully adopted the Governance Model of Bursa Malaysia Group except Bursa Malaysia Derivatives Berhad and its wholly-owned subsidiary, Bursa Malaysia Derivatives Clearing Berhad which have adopted two Governance Committees, and the applicable Regulatory Committees

## SUSTAINABILITY AT BURSA MALAYSIA

### Sustainability leadership

Bursa Malaysia's sustainability leadership is led by the Board, which oversees and ensures that Bursa Malaysia pursues its regulatory and commercial objectives and remains a responsible organisation. The Board promotes good CG and sustainability practices which it believes will translate into better corporate performance for Bursa Malaysia.

On top of these measures, the CEO has fortified Bursa Malaysia's sustainability practices across the management and operational fronts with a separate Group Management Governance Framework ("Framework"). The CEO, who leads the Corporate Sustainability Committee ("CSC"), reports to the Board on regular basis, providing updates as well as relevant proposals on Bursa Malaysia's sustainability strategy and performance for the Board's review and approval.

The CSC comprises representatives of business and functional units. Bursa Malaysia allocates a budget to carry out its sustainability-related initiatives.

Detailed information on the Framework, various Management Committees and their Terms of Reference are available on My1818.

# 3 MALAYSIAN LISTED ISSUERS

placed in the Top 100 of the Channel NewsAsia Sustainability Ranking 2015

- 1 DIGI.COM BERHAD
- 2 BURSA MALAYSIA BERHAD
- 3 MALAYAN BANKING BERHAD

## Bursa Malaysia's Ranking in the Channel NewsAsia Sustainability Ranking™ 2015



# SUSTAINABILITY AT BURSA MALAYSIA

## Separate Chairman and CEO

The positions of Chairman and CEO are held by two different individuals. The Chairman is a Non-Executive Director and Public Interest Director who leads the Board with a focus on governance and compliance. The CEO is a Non-Independent Executive Director who manages the business and operations of Bursa Malaysia and implements the Board's decisions. A CG statement on this is also available on page 74 of the AR2015.

## Other disclosures

Additional disclosures have also been made in the AR2015, which include the following:

Disclosures	Page
Composition of the Board of Directors	20-24, 74, 75
Board members' expertise and other directorships	20-24
Number of Independent Directors	75
Number of women on the Board	21, 22, 70, 71 and 75
Diversity policy on gender diversity	70-71
Board addressing conflict of interest	83
Board members' level of commitment	74
Board's annual assessment for effectiveness	68
Board Committees, number of times each committee met and Board members' attendance rate	75
Board Committee for remuneration	71
Remuneration policies and processes	71-72
Fixed and variable remuneration for Executive and Non-Executive Board members	71-72
Board Audit Committee	75
Fees paid to auditors	93
Number of working days before the AGM that Bursa Malaysia dispatches Notice of its AGM and accompanying Administrative Guide to shareholders	81
Shareholders' rights to vote on Directors' appointments and dismissals	73
Disclosure of voting results	82
Remuneration policy for highest governance body and senior executives	71-72, 138

# SUSTAINABILITY AT BURSA MALAYSIA

## (D) ETHICS AND INTEGRITY

Bursa Malaysia’s Codes of Ethics for Directors and employees govern the standards of conduct and behaviour expected of them. The Code of Ethics for Directors includes principles relating to Directors’ duties, conflict of interest (“COI”) and dealings in securities. The Code of Ethics for employees promotes integrity and ethical conduct in all aspects of Bursa Malaysia’s operations, including confidentiality of information, dealings in securities and COI. It also sets out prohibited activities or misconduct such as soliciting or accepting gifts (in excess of certain value), gratuities and bribes.

Pursuant to the enactment of the Whistleblower Protection Act 2010, Bursa Malaysia established a standalone Whistleblower Policy and Procedures (“WPP”) for Bursa Malaysia, which was previously covered under the Code of Ethics. The WPP took effect in December 2011 and applies to all Bursa Malaysia employees. The WPP serves to enhance corporate governance by helping to foster an environment where integrity and ethical behaviour are maintained and any illegality, improper conduct and/or wrongdoing in Bursa Malaysia may be exposed. It also acts as an early warning system and enables Bursa Malaysia to remedy any wrongdoing before serious damage is caused. The WPP provides a formal, confidential channel to enable employees to report in good faith serious concerns of any improper conduct and/or wrongdoing that could adversely impact Bursa Malaysia or its subsidiaries, its employees, shareholders, investors, or the public at large, without fear of being subject to detrimental action.

A report of improper conduct can be made by:

- a. any Bursa Malaysia employee who has knowledge of any improper conduct committed by another Bursa Malaysia employee; and
- b. any external party that has knowledge of any improper conduct committed by any Bursa Malaysia employee.

The Audit Committee has the overall responsibility in overseeing the implementation of the WPP for Bursa Malaysia. Procedures for reports by Bursa Malaysia employees are available on My1818 while the procedures for external parties to report any improper conduct by Bursa Malaysia employees can be obtained from the Bursa Malaysia website. Reports by Bursa Malaysia employees or external parties can be made directly to the Senior Independent Director.

Employees who make a report of improper conduct in good faith shall not be subject to unfair dismissal, victimisation, demotion, suspension, intimidation or harassment, discrimination, any action causing injury, loss or damage or any other retaliatory action by Bursa Malaysia.

### Other disclosures

Additional disclosures have also been made in the AR2015, which include the following:

Disclosures	Page
Board’s oversight on risk management and review	83-89
Senior executive or committee responsible for risk	83, 85
External standards used in risk management system and reporting	85
Board oversight over codes of conduct as well as environmental, social and governance risks	85-89
Commitment to regular rotation of auditors	85
Review of compliance with codes of conduct and periodic reviews of effectiveness of codes of conduct	88
Provision for fines and settlements in audited accounts	56,168
Confidential or anonymous whistleblowing mechanism to report breaches of Bursa Malaysia’s codes of conduct or policies	88



# POLICIES, CODES, MANUALS, GUIDELINES AND PROCEDURES

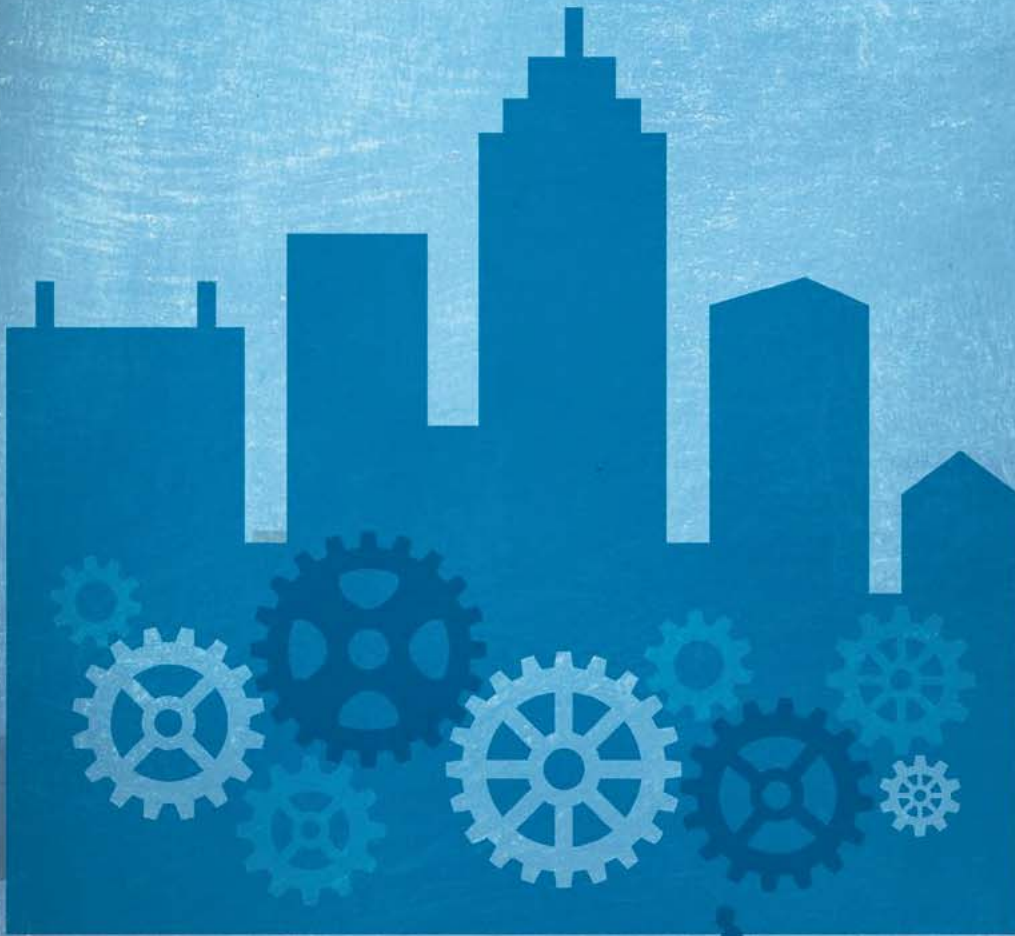
These rules, regulations, codes, policies, procedures, manuals and guidelines form part of each employee's terms and conditions of employment or engagement with Bursa Malaysia. All are made available on our Employee Information Portal ("My1818").

Asset Declaration Guidelines  
 Corporate Fraud Policy  
 Capital Market Education and Integrity Fund Guidelines  
 Code of Ethics  
 Common ISO Related Documents  
 Communication Guidelines  
 Competition Law Compliance Policy  
 Confidentiality Policy  
 Contract Management Guidelines  
 Corporate Authority Manual  
 Counselling Framework  
 Counselling Guidelines  
 Education Assistance Programme  
 Employee Handbook  
 Employee Relief Assistance Fund  
 Executive Performance Appraisal User Guide (Appraisee & Appraiser)  
 Get Well & Bereavement Policy  
 Guidelines for Handling of Conflict of Interest  
 Information Security Standards  
 Information Security Policy  
 Information Security Management Systems (ISMS) ISO 27001  
 Legislation Compliance Guidelines  
 Legislation Compliance Register  
 Management Governance Framework  
 Media Policy  
 Occupational Fraud & Abuse  
 Occupational Safety & Health Policy  
 Performance Improvement Plan  
 Policy on Communicable Diseases  
 Purchasing Manual  
 Risk Management Policy  
 Risk Management Guidelines  
 Securities Transaction Policy  
 Security Guidelines  
 Share Grant Plan  
 Training Needs Identification Guidelines  
 Whistleblower Policy & Procedures



# ECONOMIC

SUSTAINABILITY



# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## A) ECONOMIC SUSTAINABILITY



### BEING A RESPONSIBLE ORGANISATION

As a regulator and market operator, we have a duty to uphold market integrity and investor protection while ensuring that our markets remain attractive as a destination for listing, trading and investment. For this, we have remained focused on enhancing our regulatory frameworks and approaches, providing a fair and orderly market that is easily accessible with diverse and innovative products and services. We have also heightened our efforts to promote best corporate governance (“CG”) and sustainability practices among listed issuers.

We are committed to assisting the development of the Malaysian capital markets, providing the infrastructure required to create a globally competitive and vibrant marketplace. One of the key Entry Point Projects identified to drive the Financial Services National Key Economic Area (“NKEA”) under the Economic Transformation Programme (“ETP”) is Revitalising Malaysia’s Equity Markets, aiming to increase Bursa Malaysia’s market capitalisation to RM3.9 trillion by 2020 from RM1 trillion in 2010, create 8,598 jobs by 2020 and improve trading velocity from 31% of total market capitalisation to 60% in line with regional averages.

## ECONOMIC VALUE

The technological requirements of our marketplace have grown in tandem with the expansion of our regional and global presence. Technology has become crucial in enabling market access, facilitating efficient settlements and protecting the data and security of our market participants. While making upgrades that will ensure greater efficiency as well as protect the integrity and stability of the marketplace, we managed to record a 100% uptime for all three of our markets in 2015. More information on our initiatives to ensure fair and orderly markets can be found on pages 52-58 of the Annual Report 2015 (“AR2015”).

Our efforts to create value prevailed in 2015. Despite challenging operating conditions resulting from persistent volatility in the markets and depressed commodity prices, our markets remained resilient on the back of high quality PLCs and a healthy ecosystem. We remained the top destination in ASEAN for fundraising, a leader in Islamic capital market development, and continued to provide the benchmark for crude palm oil contract settlement price. We also heightened our efforts towards becoming ASEAN’s Multinational Marketplace.

Our economic value generated, distributed and retained is summarised on page 6 of the AR2015 and described in detail in the Financial Statements of the AR2015. Bursa Malaysia also received grants for the development of the bond trading platform, the development of clearing facilities and the licence for the order management system for the Derivatives Market, and the construction of an Environmental, Social and Governance (“ESG”) Index. We have disclosed information on grants received and their utilisation on page 167 of the AR2015.

The biggest risk to our financial performance in the immediate term is the ongoing volatility in the global markets. Prolonged weakness in commodity prices and the Ringgit may further weaken investor and trading sentiments, which may in turn have an impact on our revenue stream. Weaker revenue contributions from our markets may also impinge upon our ability to create value to our stakeholders. We have discussed our business opportunities and risks in more detail in the CEO’s Message and Management Discussion and Analysis as well as in the Statement on Internal Control and Risk Management sections of the AR2015.

Going forward, as we review our sustainability approach and disclosure, we will assess other possible risks and opportunities, including those posed by climate change, that may impact our operations, revenue or expenditure.



# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## ECONOMIC SUSTAINABILITY

### INDIRECT ECONOMIC IMPACT

We invest in community initiatives that enhance capital market awareness, and which are linked to our business strategy, such as our Bursa Marketplace (“BursaMKTPLC”), which is a free retail online platform to reach out to 538 million people in the ASEAN nations. The platform has enabled Bursa Malaysia to engage with its various stakeholders such as brokers, analysts, investors and the community at large.

Our infrastructure investments and services in support of BursaMKTPLC have enabled the greater community to learn, practise or start trading and become informed investors and savvy traders. Since its launch in 2014, BursaMKTPLC has received 460,000 unique visitors with a return rate of 58.9%. There are 21,900 research reports on its repository, which have been viewed over 1.6 million times.

### PROCUREMENT PRACTICES AND SUPPLIERS’ PRACTICES

Whilst Bursa Malaysia practises open sourcing, we are committed to support local industries where 99% of our suppliers in 2015 were Malaysian registered companies.

We practise ethical procurement and vendor management. We require all our employees to comply with the Purchasing Manual, which sets forth the procurement framework for Bursa Malaysia, and the relevant laws and regulations in the selection of our vendors and in dealing with our suppliers.

Suppliers that meet our Environment, Health and Safety requirements will have a competitive advantage in our selection process. Where applicable, the committee appointed to evaluate tenders shall decide on the key measurements, weightage and scoring system in their evaluation of suppliers’ commitment to good environmental and social practices.

Going forward, we intend to evaluate the impact of labour practices, human rights and society in our supply chain.

### SOCIAL SUPPLY CHAIN

Our voluntary commitment to the United Nations Sustainable Stock Exchange (“UN SSE”) Initiative affirmed our efforts to integrate global best practices in our marketplace. As a partner exchange to the UN SSE Initiative, we intend to engage more actively with other partner exchanges, investors, regulators and policy makers to shape the sustainability agenda for our capital markets.

We support and encourage international standardisation of non-financial reporting to enhance issuers’ ESG disclosures and collaborate with FTSE to provide ESG products such as our FTSE4Good Bursa Malaysia (“F4GBM”) Index.

Besides providing guidance on ESG disclosure and conducting workshops or training on non-financial reporting for listed issuers, we also conducted workshops and seminars for organisations such as the Ministry of Finance, the Employees Provident Fund and Kumpulan Wang Persaraan (Diperbadankan) to heighten their knowledge on the merits of sustainability practices.

# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## ECONOMIC SUSTAINABILITY

### KEY ECONOMIC PERFORMANCE INDICATORS

NO	INITIATIVE	OBJECTIVE	MEASURE	ACHIEVEMENT
1	Analysis of CG Disclosure	Provide feedback to listed issuers for improvement	No. of listed issuers analysed	450 listed issuers analysed
2	Advocacy Programme	Improve standards of CG practices and disclosures	No. of directors and practitioners who participated	1,900 directors and practitioners participated
3	ESG Engagement Programme	Improve listed issuers CG and sustainability practices	No. of listed issuers engaged	200 listed issuers engaged
4	F4GBM Index	Improve listed issuers CG and sustainability practices	No. of index constituents	2015: 34 constituents 2014: 25 constituents
5	ISO 27001 Certification	Address cyber attack risk	Certification for Bursa Malaysia Information Security Management System ("ISMS") comprising: - Securities Trading Services - Equity Clearing - Settlement Services and Depository Services	2015: Certified for ISMS 2014: Certified for Securities Trading Services
6	Procurement from local suppliers	To support local suppliers (Malaysian registered companies)	% of local suppliers	2015: 118 local suppliers (99.2% of total suppliers contracted) 2014: 129 local suppliers (98.5% of total suppliers contracted)



# ENVIRONMENTAL

SUSTAINABILITY



# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## B) ENVIRONMENTAL SUSTAINABILITY



### MANAGING OUR IMPACT ON THE ENVIRONMENT

We promote responsible environmental protection practices among our employees and stakeholders. We also support the Government's efforts in formulating appropriate climate change policies for the country such as the National Corporate Greenhouse Gases ("GHG") Reporting Programme for Malaysia ("MyCarbon").

Internally, we have taken steps to manage the impact of our operations on the environment. Our plan in the future is to review our sustainability approach and disclosure, and further identify environmental matters that may be material to our business.

While we complied with all relevant legislation and received no environmental management complaints last year, we strived to reduce or avoid any impact of our operations on the environment, setting a GHG emission reduction target as one of our Key Performance Indicators.

As electricity consumption makes up 96% of our GHG emission with paper consumption and business air travel making up the rest, we aim to reduce our GHG emission by 0.5% year-on-year. This will ensure that we continue to find ways to reduce the impact of our operations on the environment.

## OUR PERFORMANCE

Our detailed GHG emissions data with methodologies, assumptions and conversion factors is as below. In 2015, our GHG emissions from electricity usage, business air travel and paper consumption was reduced by 1.42% year-on-year. We have also disclosed detailed energy consumption, water usage and waste data in the Other EES Performance Data section of this Report.

GHG PROTOCOL EMISSION SCOPE <sup>1</sup>	SOURCE OF EMISSION	GHG EMISSION <sup>2</sup> (IN TONNES OF CO <sub>2</sub> EQUIVALENT)						
		2009	2010	2011	2012	2013	2014	2015
Scope 2	Electricity Usage	6,189	6,185	6,149	6,102	6,086	5,589	5,569
Scope 3	Business Air Travel	475	495	231	148	176	212	150
Scope 3	Paper Consumption	-	16	15	12	13	17	16
<b>Total</b>		<b>6,664</b>	<b>6,696</b>	<b>6,395</b>	<b>6,262</b>	<b>6,276</b>	<b>5,818</b>	<b>5,735</b>
% change		-	0.5	(4.5)	(2.1)	0.2	(7.1)	(1.4)

#### Notes:

- Our GHG emission scope and source of emission were referenced to GHG Protocol – A Corporate Accounting and Reporting Standard of the World Resources Institute and World Business Council for Sustainable Development.
  - Scope 2 refers to indirect GHG emissions from consumption of purchased electricity, heat or steam.
  - Scope 3 refers to other indirect emissions, such as the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity, electricity-related activities (e.g. transmission and distribution losses) not covered in Scope 2, outsourced activities, waste disposal, etc.
- GHG emission was computed as follows:
  - GHG emission for electricity usage was calculated by multiplying quantity of purchased electricity (kWh) by 0.684 tonnes CO<sub>2</sub>/MWh emission (factor is based on 2007 report by Pusat Tenaga Malaysia titled "Study on grid connected electricity baselines in Malaysia").
  - GHG emission for business air travel was based on the International Civil Aviation Organisation Carbon Emissions Calculator. Carbon footprint was computed for each man trip made.
  - GHG emission from paper consumption used VFU Indicator 2005 emission calculator. No emission was calculated for 2009 due to lack of data.



# SOCIAL

## SUSTAINABILITY





# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## C) SOCIAL SUSTAINABILITY



### BEING A RESPONSIBLE EMPLOYER AND CONTRIBUTING TO OUR COMMUNITIES

Our impact on the social system is broad. Being a responsible employer, we are committed to good labour practices and decent work ethics, and respecting human rights. Additionally, we interact and collaborate with our stakeholders in making a positive impact on society and on our communities through a three-pronged approach in our community investment.

## LABOUR PRACTICES AND DECENT WORK ETHICS

### Communicating our policies

All our policies are available on Bursa Malaysia's Employee Information Portal ("My1818"). Any updates to the policies are communicated to our employees through our main communication channel, Bursa@Work. Our policies are mostly in English, it being our main language of communication.

### Workforce, recruitment and attrition

For 2015, 28 or 5% of our 596 employees were engaged on contract basis. Our attrition rate of 11% was lower than the industry's average of 13% whereby 55 new employees were hired and 65 employees left Bursa Malaysia. Additional details on this can be found in the Other EES Performance Data section of this Report.

We have established Hiring and Termination Guidelines to guide our recruitment process. We assess candidates on their core and technical competencies, work experience and qualifications. Various tools are used in the selection process to ensure objectivity in our selection of candidates.

### Working hours

Besides our standard working hours of from 8:45 a.m. to 5:30 p.m., our employees can also opt for alternative working hours from 9:30 a.m. to 6:30 p.m. About 9% of our employees opted for the alternative working hours in 2015. Three work shifts are applicable to employees who work in departments that operate around the clock such as the Security Department. Saturday is a non-working day while Sunday is a rest day at Bursa Malaysia. Employees are entitled to rest days and paid holidays on all gazetted Federal public holidays.

### Minimum wage, remuneration, benefits and pensions

Bursa Malaysia complies with the minimum wage requirement. We offer competitive benefits and compensation to attract and retain the best talents for the sustainability of Bursa Malaysia and the marketplace. Our employees enjoy various employee benefits such as retirement benefits and a Share Grant Plan as detailed in the Other EES Performance Data section of this Report and in the Financial Statements of the AR2015.

### Parental leave

Our alternative working hours provide an option for our employees with families. Our employees are also entitled to annual leave and their entitlements vary depending on various aspects. Besides annual leave, female employees are granted 60 consecutive days of maternity leave for up to five children. We also offer two working days of paternal leave for employees upon the birth of their children. Additional information can also be found in the Other EES Performance Data section of this Report.

# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## SOCIAL SUSTAINABILITY

### Freedom of association, collective bargaining and labour/Management relations

Bursa Malaysia recognises the National Union of Commercial Workers (“NUCW”), which is a trade union of employees registered pursuant to the Trade Unions Act, as the exclusive collective bargaining agency that Bursa Malaysia’s eligible employees are members of.

All our non-executive employees are governed by the terms of the three-year Collective Agreement (“CA”), which expires on 30<sup>th</sup> June 2016. The CA covers elements including working conditions as well as employment policies such as probationary period, discipline, salary structure, bonus, leave, working hours, overtime, rest days, maternity and paternity leave, redundancy, retirement, allowances, and medical benefits, among others. It also covers employees’ health and safety topics such as hospitalisation, prolonged illness, insurance coverage and compensation for accidents as well as provision of safety helmets for floor marshals.

Written notice of not later than three months shall be provided to employees and the NUCW prior to implementation of significant operational changes that could substantially affect them.

During the year, there was no report received on violation of employees’ rights to exercise freedom of association or collective bargaining.

### Occupational health and safety

Bursa Malaysia is committed to ensuring the health, safety and welfare of all employees, contractors and visitors. For our employees, we support work-life balance and promote health and wellness through activities and programmes such as wellness campaigns, awareness and author’s talks, Ministry of Finance Sports Fiesta, cycling awareness week and Bursa bowling tournament. We also issue internal communications on health issues such as typhoid outbreaks, the Middle East Respiratory Syndrome (“MERS-CoV”), smoke and haze.

We have an established Occupational Safety and Health (“OSH”) policy, which covers all our employees, contractors and visitors. We also have an OSH Committee, which consists of 10 members, who make up approximately 2% of our workforce. The committee is chaired by the Head of Security Services and supported by a representative from the Building Management Team, four management-appointed representatives and four employee representatives.

### Training and education

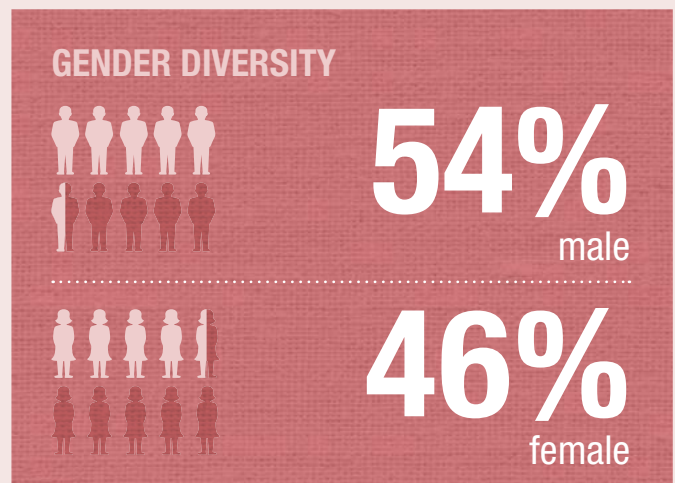
We believe in continuous training and development to build talent capabilities. In 2015, approximately RM2 million was invested to ensure our people are equipped with functional and technical training to upskill their competencies. This is also in tandem with our concerted effort in building effective leaders within Bursa Malaysia through the strengthening of their managerial and leadership skills.

Bursa Malaysia’s Talent Council provides consultation and guidance to all Bursa Malaysia talent management initiatives including succession management. The council sets the direction, and reviews and approves talent development strategies to ensure a structured development of talents. We initiated 23 sessions of structured development programmes that were mapped to the expected behavioural competencies of employees’ respective grades. Our top management also underwent distinct development programmes for knowledge enrichment and global exposure in their respective areas. The objective of the programmes is to ensure that our talents acquire necessary competencies to realise Bursa Malaysia’s aspirations.

With rigorous spending on learning and development, we registered an improvement in average learning days per employee, i.e. from 4 days to 5 days. A detailed breakdown of training received by gender and employee categories can be found in the Other EES Performance Data section of this Report.

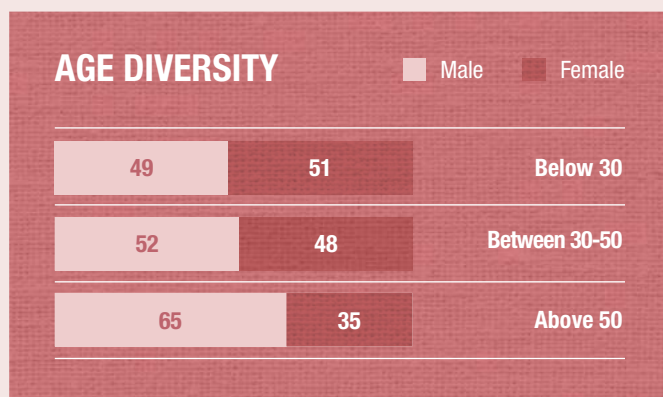
As part of the learning and development ecosystem, we launched the enhanced Individual Development Plan to document individual training and development needs and planned relevant programmes to address competency gaps. We also conducted an Employee Engagement Survey to identify further improvement opportunities.

To instil the culture of knowledge and personal growth, the online Capital Market Intelligence Report (“eCMIR”) is made available to educate our employees on capital markets. We also support the community via services offered by our Knowledge Centre@Bursa.



# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## SOCIAL SUSTAINABILITY



### Diversity, equal opportunity and non-discrimination

We are an equal opportunity employer and shall remain guided by the principles of meritocracy and fairness in all decisions regarding employment, transfers, benefits, rewards and the professional development of our employees.

We do not practise any form of discrimination based on race, gender or religion and this is clearly stated in our Code of Ethics ("Code"). We provide employment opportunities to people with disabilities and we currently have two in our workforce.

Bursa Malaysia is committed to ensuring that the mix and profiles of our members of the Board of Directors ("Board") and our employees, in terms of age, ethnicity and gender, provide the necessary range of perspectives, experience and expertise required to achieve our objectives. We have disclosed the composition of our Board members by age, ethnicity and gender on page 70 of the AR2015. A similar breakdown for our employees can be found in the Other EES Performance Data section of this Report.

### Grievance mechanism for labour practices

We have established a grievance procedure to handle any labour disputes between our employees or the NUCW and the Management. Employees can refer to our Employee Handbook, which is available on My1818. For employees under the purview of the CA, they may refer to the provisions of the Industrial Relations Act 1967 or such other law as may then be in force for any dispute.

We are pleased to report that in 2015, there was no grievance report on our labour practices filed through formal grievance mechanisms.

## HUMAN RIGHTS

### Training of security personnel on human rights

We have established Security Guidelines for Bursa Malaysia, which broadly cover aspects including physical protection of the Bursa Malaysia premises and property, human and personal safety and protection of information. Our security personnel, including those we source from a third party, are trained on all aspects outlined in these guidelines. We are currently reviewing the training needs of all our security personnel, with a view of incorporating relevant aspects relating to human rights policy and procedures in the training.

### Child labour

The Children and Young Persons (Employment) Act 1966 defines "child" as any person who has not completed his 15<sup>th</sup> year of age and "young person" as any person who not being a child, has not completed his 18<sup>th</sup> year of age. While Bursa Malaysia remains guided by this Act, due to the nature of our business, we do not employ children or young persons.

### Grievance mechanism for human rights practices

A grievance procedure has been established to handle any dispute on our human rights practices between employees or the NUCW and the Management. The procedure is detailed in our Employee Handbook, which is available on My1818. Employees may refer their disputes for settlement under the provisions of the Industrial Relations Act 1967 or such other law as may then be in force.

We are pleased to report that in 2015, there was no grievance report on our human rights practices, including violation of the rights of indigenous people, filed through formal grievance mechanisms.

## SOCIETY

### Community investments

We interact and collaborate with our stakeholders in making a positive impact on our communities. We have a three-pronged approach in our community investments:

- We invest in community initiatives that enhance capital market awareness and which are linked to our business strategy such as BursaMKTPLC;
- We invest in initiatives that are aimed at improving lives and creating a meaningful impact such as our scholarship programme and The Bursa Bull Charge ("TBBC") annual charity run, which we channel through our foundation, Yayasan Bursa Malaysia; and
- We encourage and financially support our employees in volunteering to help the underprivileged and the deserving in our community.

# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## SOCIAL SUSTAINABILITY

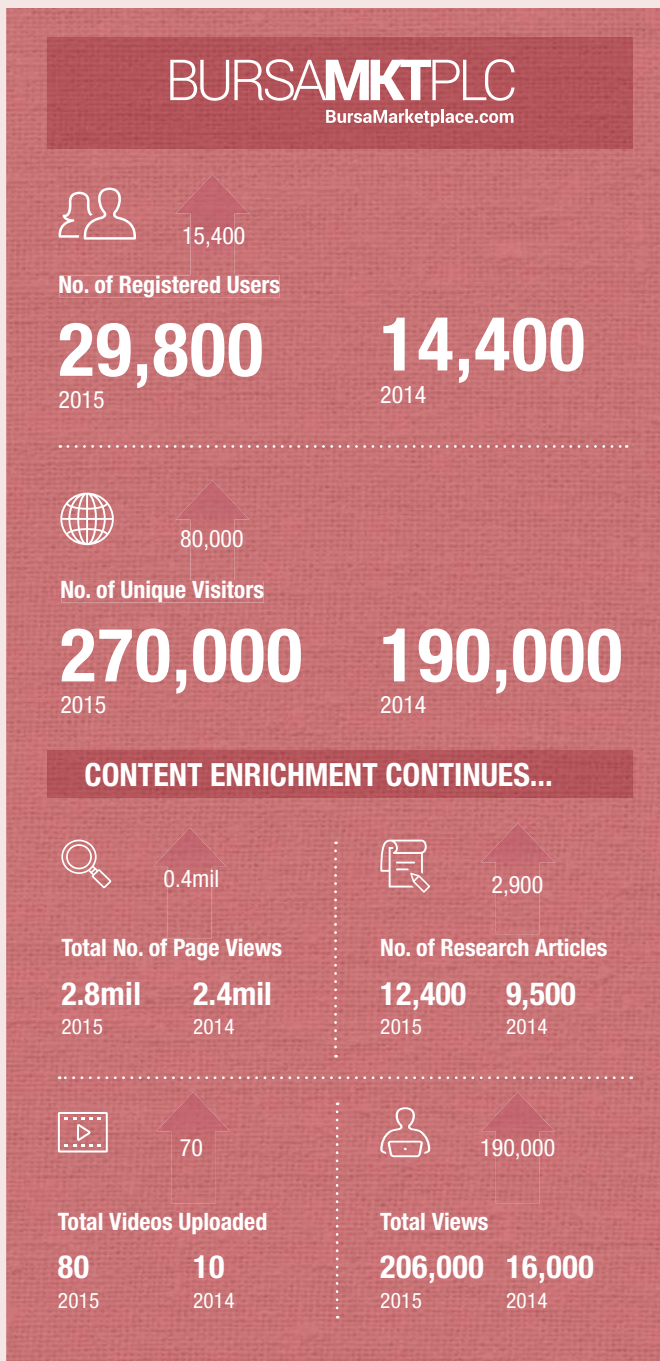
All our business units engage with our local communities through their respective development programmes. For 2015, we engaged with 3,275 students who visited the Exchange. We also educated 1,823 students from 15 universities who joined our Bursa Young Investor Club and 637 university students who joined our Bursa University Day. Of the 1,514 participants who attended our inaugural Bursa Investor Education Workshop, 50% were students.



We offered five scholarships to underprivileged students pursuing undergraduate studies in local universities. We also trained 21 young graduates in the Skim Latihan 1 Malaysia (“SL1M”) graduate placement and internship programme which was established to address youth unemployment.

Bursa Malaysia’s annual fundraising charity run, TBBC, enables us to leverage on our position to bring together all our stakeholders for a good cause. In 2015, TBBC saw a participation of 179 corporations, which raised RM1.8 million for 28 charity organisations. We also held “Beneficiaries’ Day” to enable TBBC beneficiaries to raise additional funds.

Our employees volunteered for TBBC and activities at various charity homes such as Rumah Kids, Rumah Charis, Rumah Bakti Nur Shaheera, Al Nasuha Orphanage, Rumah Kasih Pertiwi, Khidmat Baitul Mahabah and Shepherd’s Centre Foundation, registering a total of 3,462 volunteer hours.



# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## SOCIAL SUSTAINABILITY

### THE BURSA BULL CHARGE



Bursa Bull Charge held on

2015: **20 August**    2014: **21 October**



+RM0.43mil

Total funds raised

**RM1.80 mil**

2015

**RM1.37 mil**

2014



+500 runners

Total Runners

**1,800**

2015

**1,300**

2014



+49 companies

Participating Companies

**179**

2015

**130**

2014

### RUN CATEGORIES

A



1.5km

CEO's Run

B



5km

Corporate Challenge & Youth / Young Executive

C



2.5km

Corporate & Youth / Young Executive Relay



Main recipients of the proceeds from The Bursa Bull Charge 2015:

- Koperasi Ibu Tunggal Pantai Halt Kuala Lumpur Berhad
- Persatuan Kebajikan An-Najjah Malaysia
- My Performing Arts Agency
- Kelab Belia Kalsom
- Persatuan Rumah Amal Sabah (Sabah Cheshire Home)
- Persatuan Warga Kerja Jabatan Tenaga Kerja Negeri Perak
- Pusat Inkubator Jahitan Orang Asli Gerik
- Centre for the Advancement of Social Entrepreneurship (CASE)
- Persatuan C.H.I.L.D. Sabah
- Pertubuhan OKU Negeri Perlis

### Anti-corruption

Our Code ensures a high level of personal integrity, honesty, discipline and commitment to act in Bursa Malaysia's best interest. The Code, which is available on My1818, covers pertinent aspects including handling of confidential information, dealings in securities and conflict of interest. It also sets out prohibited activities or misconduct such as soliciting or accepting gifts (in excess of certain value), gratuities and bribes as well as dishonesty and sexual harassment. Our employees sign a Declaration Form to declare that they have received, read and agreed to observe and adhere to the Code at all times. Our employees will be notified of any amendments to the Code through Bursa@Work.

Our employees also have a duty to report any violation of the Code to our Head of Group Internal Audit who has a direct reporting line to the Audit Committee. Additional details on the whistleblowing mechanism for employees can be found in the Sustainability at Bursa section under Ethics and Integrity.

We have assessed various operations for risks related to corruption and have identified significant risks as detailed in our Corporate Risk Management – Occupational Fraud and Abuse Policy available on My1818. In 2015, we reminded our employees through Bursa@Work of the requirement to comply with the Code particularly with regards to soliciting or accepting gifts (in excess of certain value), gratuities and bribes.

We are pleased to report that there was no incident of bribery or corruption involving our employees, and neither was there any employee who was disciplined or dismissed due to bribery or corruption. There was no fine, penalty or settlement paid in relation to corruption and bribery in 2015.

### Public policy

We prioritise capital market related requests in our sponsorships. With regard to donations, we continue to assist the needy and the deserving. Sponsorship and donation requests are processed in accordance with approved processes. In 2015, Bursa Malaysia did not make any financial political contributions.

### Anti-competitive behaviour

Bursa Malaysia has established a Competition Law Compliance Policy ("CLCP") to provide guidance on compliance with the competition law which was introduced in Malaysia when the Competition Act 2010 came into force in January 2012. The CLCP is consistent with Bursa Malaysia's intent to embrace competition and to contribute to the overall economic health and vibrancy of the markets in which it operates.

# ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE AND DISCLOSURES

## SOCIAL SUSTAINABILITY

The CLCP provides a general framework for Bursa Malaysia employees to identify competitive law issues, to avoid questionable conduct and to seek appropriate advice from the relevant parties where there are doubts. A copy of the CLCP is available on My1818.

### Compliance

Bursa Malaysia has also established a Legislation Compliance Guideline (“Guideline”) to provide a uniform approach in ensuring compliance with all applicable laws, regulations, rules and guidelines which impact Bursa Malaysia as an entity. The Guideline led to the establishment of a Legislation Register (“LR”). While the Guideline outlines the roles, responsibilities and accountabilities of relevant parties in compliance with all applicable laws, rules and guidelines, it also ensures regular updates of the LR.

In 2015, there was no monetary fine or non-monetary sanction for non-compliance with laws and regulations.

## PRODUCT RESPONSIBILITY

### Customer privacy

The Personal Data Protection Act 2010, which regulates the processing of personal data in commercial transactions, applies to Bursa Malaysia and its related companies. Our Personal Data Notice is available on our website in both English and Bahasa Malaysia.

### Customer satisfaction

One of the key performance indicators in our Corporate Balanced Scorecard 2015 was the outcome of our Stakeholders Engagement Survey. Customers’ feedback on our organisation as a whole, as well as on our products and services, impacted performance rewards of our business units in 2015.

MATERIAL ASPECT	MEASURE	ACHIEVEMENT
Effectiveness of Stakeholder Engagement	Average score of surveys conducted by Securities, Derivatives and Islamic Capital Markets	2015: 4.07 2014: 3.97

# OTHER EES PERFORMANCE DATA

## KEY ENVIRONMENT PERFORMANCE INDICATORS

NO	INITIATIVE	OBJECTIVE	MEASURE	2011	2012	2013	2014	2015
1	Electricity Usage	Manage our energy usage	Electricity usage (in Kwh)	8,989,454	8,920,529	8,898,662	8,170,611	8,142,662
2	GHG Emission	Manage our GHG emissions from electricity usage, business air travels and paper consumption	Electricity Usage (in tonnes of CO <sub>2</sub> equivalent)	6,149	6,102	6,087	5,589	5,569
			Business Air Travel (in tonnes of CO <sub>2</sub> equivalent)	231	148	160	212	151
			Paper Usage (in tonnes of CO <sub>2</sub> equivalent)	15	12	13	17	16
			<b>Total GHG emission from electricity usage, business air travel &amp; paper consumption (in tonnes of CO<sub>2</sub> equivalent)</b>	<b>6,395</b>	<b>6,262</b>	<b>6,276</b>	<b>5,818</b>	<b>5,736</b>
3	Waste Management	Manage our waste	General Waste disposed (kg)	408,790	448,975	610,958	491,454	558,486
			Scheduled waste disposed (kg)	444	552	684	398	525
4	Water Conservation	Manage our water usage	Water drawn from source (m3)	57,550	63,202	61,672	52,915	52,799
			Average usage / person (m3)	2.9	3.2	2.6	2.2	2.2

### WATER

1. We consume water sourced locally from Syarikat Bekalan Air Selangor Sdn Bhd.
2. Water waste is channelled to public sewerage tank under Indah Water Konsortium Sdn Bhd.
3. We recycled water from a stream in the vicinity. However, the amount of water recycled is not measured.

### WASTE

1. We generate two types of waste in our operation: general waste and scheduled waste (SW110).
2. The general waste is disposed of by a government-approved party at Pusat Perlupusan Sisa Pepejal Sanitari Bukit Tagar, Rawang.
3. The scheduled waste, which mainly comprise of fluorescent tubes, is disposed of by Tex Cycle (P2) Sdn Bhd, which is a company approved by the Department of Environment under the Ministry of Natural Resources and Environment. The scheduled waste disposed increased in 2015 due to the replacement of the fluorescent tubes to LED lights at the Exchange.

### OUR LOCATION

1. We operate within the commercial area of Kuala Lumpur.
2. The land is leased from the Federal Land Commissioner for 99 years.
3. The land is not neighbouring any protected areas, wildlife habitats or areas of high biodiversity value.

## OTHER EES PERFORMANCE DATA

### KEY SOCIAL (WORKPLACE) PERFORMANCE INDICATORS

YEAR	2011	2012	2013	2014	2015
<b>EMPLOYMENT</b>					
Total Headcount	599	584	614	606	596
<b>Breakdown of Headcounts</b>					
a. Top Management					
- Local	5	7	7	8	8
- Foreign	1	1	1	1	0
<b>Total</b>	<b>6</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>8</b>
b. Employee					
- Local	590	574	604	596	587
- Foreign	3	2	2	1	1
<b>Total</b>	<b>593</b>	<b>576</b>	<b>606</b>	<b>597</b>	<b>588</b>
<b>New Hires</b>					
Malaysian	58	64	89	41	55
Foreign Nationals	0	0	0	0	0
<b>Total</b>	<b>58</b>	<b>64</b>	<b>89</b>	<b>41</b>	<b>55</b>
<b>Attrition Rate (%)</b>					
Total employee	13.2	13.5	9.2	8	11
Industry	15.6	18	8.8	9.3	13
<b>Employees Age Group</b>					
a. Under 30	n/a	69	97	75	71
b. 30-50	n/a	474	457	456	433
c. Over 50	n/a	41	60	75	92
<b>Total</b>	<b>0</b>	<b>584</b>	<b>614</b>	<b>606</b>	<b>596</b>
<b>Employment Contract</b>					
a. Permanent	n/a	543	582	574	568
b. Contract	n/a	41	32	32	28
<b>Total</b>	<b>0</b>	<b>584</b>	<b>614</b>	<b>606</b>	<b>596</b>
<b>Employees in the National Union of Commercial Workers</b>					
a. Number of employees	103	101	69	97	64
b. Percentage of total employees	17	17	11	16	11
<b>Parental Leave</b>					
a. Male	15	9	13	7	9
b. Female	6	3	9	8	5
<b>Total</b>	<b>21</b>	<b>12</b>	<b>22</b>	<b>15</b>	<b>14</b>
<b>No. of employees returning to work after parental leave</b>					
a. Male	15	9	13	7	9
b. Female	6	3	9	8	5
<b>Total</b>	<b>21</b>	<b>12</b>	<b>22</b>	<b>15</b>	<b>14</b>
<b>No. of employees returning to work after parental leave ended who were still employed 12 months after their return to work</b>					
a. Male	14	9	13	7	9
b. Female	6	2	9	8	4
<b>Total</b>	<b>20</b>	<b>11</b>	<b>22</b>	<b>15</b>	<b>13</b>
<b>Percent of employees returning to work and retention rates of employees who took parental leave</b>					
a. Male	93	100	100	100	100
b. Female	100	67	100	100	80



## OTHER EES PERFORMANCE DATA

### KEY SOCIAL (WORKPLACE) PERFORMANCE INDICATORS (CONT'D)

YEAR	2011	2012	2013	2014	2015
<b>OCCUPATIONAL HEALTH &amp; SAFETY ("OSH")</b>					
<b>OSH Committee</b>					
Number of Representatives:					
a. Management	5	5	5	5	6
b. Employee	5	5	5	5	4
<b>Percentage of Total Representatives:</b>					
a. Management	50%	50%	50%	50%	60%
b. Employee	50%	50%	50%	50%	40%
<b>Type and Rate of Injury</b>					
a. Lost Time Injury					
- Male	0	0	0	0	0
- Female	0	0	0	0	0
b. Work-related fatalities					
- Male	0	0	0	0	0
- Female	0	0	0	0	0
<b>TRAINING AND EDUCATION</b>					
<b>Safety and Health</b>					
a. Total Training Hours	1,383	1,760	59	1,230	1,113
b. Number of attendees	387	764	902	141	972
<b>Skills Management</b>					
a. Total Training Hours	19,547	14,725	3,169	1,895	19,625
b. Number of attendees	2,773	1,532	1,933	461	2,841
<b>Policies and Procedures</b>					
a. Total Training Hours	2,688	2,172	127	1,230	555
b. Number of attendees	321	580	1,417	428	219
<b>Training Hours by Gender</b>					
a. Male	12,691	n/a	11,017	11,929	10,841
b. Female	10,926	n/a	10,292	9,869	10,553
<b>Training Hours by Employee Category</b>					
a. Non-Executive (NE-G1)	267	2,283	2,144	2,738	3,213
b. Executive (E10-E8)	2,822	12,424	14,503	15,277	5,275
c. Middle Management (E7-E2)	662	3,799	4,415	3,401	12,395
d. Top Management (A1-E1)	37	151	248	281	434

## OTHER EES PERFORMANCE DATA

### KEY SOCIAL (WORKPLACE) PERFORMANCE INDICATORS (CONT'D)

YEAR	2011	2012	2013	2014	2015
<b>TRAINING AND EDUCATION (CONT'D)</b>					
<b>Percentage of employees receiving regular performance and career development reviews</b>					
a. By Gender					
- Male	100	100	100	100	100
- Female	100	100	100	100	100
b. By Employee Category					
- Non-Executive	100	100	100	100	100
- Executive (G4-G6)	100	100	100	100	100
- Middle Management (G2-G3)	100	100	100	100	100
- Top Management (Manco)	100	100	100	100	100
<b>Total investment in employee development</b>					
Total investment (RM million)	3.4	1.9	1.6	1.1	2.0
Average Learning Days per Employee	6.0	4.9	5.0	4.2	5.0
<b>DIVERSITY &amp; EQUAL OPPORTUNITY</b>					
<b>Racial Diversity</b>					
a. Top Management (%)					
- Malay	34	50	38	44	50
- Chinese	33	38	50	44	38
- Indian	33	12	12	12	12
- Others	0	0	0	0	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
b. Employee (%)					
- Malay	59	60	59	59	60
- Chinese	27	25	28	27	27
- Indian	12	12	12	12	11
- Others	2	3	1	2	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Gender Diversity</b>					
a. Top Management (%)					
- Male	67	63	50	56	50
- Female	33	37	50	44	50
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
b. Employee (%)					
- Male	56	55	55	54	54
- Female	44	45	45	46	46
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## OTHER EES PERFORMANCE DATA

### KEY SOCIAL (WORKPLACE) PERFORMANCE INDICATORS (CONT'D)

YEAR	2011	2012	2013	2014	2015
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#### DIVERSITY & EQUAL OPPORTUNITY (CONT'D)

##### OTHERS

a. Disabled	2	2	2	2	2
b. Children	0	0	0	0	0

Note: We provide equal access to people with disabilities in our employment.

#### EQUAL REMUNERATION FOR WOMEN AND MEN

##### Basic Salary Ratio (% of total RM salary paid to gender group)

a. Male					
- Top Management	67	76	64	59	59
- Middle Management	50	58	59	58	51
- Executive	46	51	51	47	46
- Non-Executive	76	64	77	77	78
<b>Total</b>	<b>56</b>	<b>57</b>	<b>55</b>	<b>54</b>	<b>54</b>
b. Female					
- Top Management	33	24	36	41	41
- Middle Management	50	42	41	42	49
- Executive	54	49	49	53	54
- Non-Executive	24	36	23	23	22
<b>Total</b>	<b>44</b>	<b>43</b>	<b>45</b>	<b>46</b>	<b>46</b>

#### BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

a. Life Insurance	Yes	Yes	Yes	Yes	Yes
b. Health Care	Yes	Yes	Yes	Yes	Yes
c. Disability and invalidity coverage	Yes	Yes	Yes	Yes	Yes
d. Parental leave	Yes	Yes	Yes	Yes	Yes
e. Retirement provision	Yes	Yes	Yes	Yes	Yes
f. Stock ownership	Yes	Yes	Yes	Yes	Yes

#### OTHERS

##### Employee Engagement Survey

Response rate (%)	97.0	93.4	88.0	98.5	96.3
Score (%)	72.0	68.0	52.0	68.0	75.0

## OTHER EES PERFORMANCE DATA

### KEY SOCIAL (COMMUNITY) PERFORMANCE INDICATORS

NO.	INITIATIVE	OBJECTIVE	MEASURE	2011	2012	2013	2014	2015
1	Student Visits	To educate students on the fundamentals of capital market	No. of students involved	n/a	2,000	3,343	5,066	3,275
2	Bursa Young Investor Club	To raise financial literacy and the level of investment knowledge among students	No. of students involved	n/a	n/a	n/a	n/a	1,823
3	The Bursa Investor Education Workshop	To raise financial literacy and the level of investment knowledge among the public	No. of participants	n/a	n/a	n/a	n/a	1,514
4	Bursa University Day	To raise financial literacy and the level of investment knowledge among students	No. of students involved	n/a	n/a	n/a	n/a	637
5	Yayasan Scholarship Programme	To assist students from challenging backgrounds to pursue undergraduate studies at local universities	No. of students in programme	20	17	20	19	25
6	Yayasan Excellence Award	To promote educational excellence among children of Bursa Malaysia employees	No. of recipients	39	43	46	55	32
7	Internship Programme	To train undergraduates and prepare them for employment	No. of students trained	60	27	48	68	10
8	Skim Latihan 1 Malaysia ("SL1M")	To help reduce unemployment rate among graduates	No. of graduates trained	12	5	4	7	11
9	CEO Conversation	To enable CEO to meet and share new developments at Bursa Malaysia with employees	No. of sessions conducted	n/a	n/a	2	1	2
10	Wellness Campaign	To promote employee wellness	No. of campaigns conducted	n/a	n/a	3	3	2
11	Employee Volunteering	To promote employee participation in community work	No. of employees	162	645	614	606	596
12	The Edge-Bursa Malaysia Kuala Lumpur Rat Race ("Rat Race") (2000-2013)  The Bursa Bull Charge (2014-2015)	To raise funds for communities in need	No. of volunteer hours	2,399	2,737	3,937	4,574	3,462
			Donation raised (RM million)	1.9	2.2	1.8	1.4	1.8
			No. of participating companies	91	80	67	130	179
			No. of teams	151	148	125	n/a	n/a
			No. of runners	n/a	n/a	n/a	1,300	1,800
			No. of beneficiaries	19	26	28	21	28
			Cumulative amount raised including from Rat Race	13.1	15.3	17.2	18.5	20.3
			Cumulative number of beneficiaries including from Rat Race	150	176	204	212	232

# GRI

## CONTENT INDEX

### GLOBAL REPORTING INITIATIVE™ G4 SUSTAINABILITY REPORTING GUIDELINES

#### GENERAL STANDARD DISCLOSURES

GRI Content Index for “In Accordance” - Core

ASPECT	SHORT DESCRIPTION	EXTENT OF DISCLOSURE	DISCLOSED IN
<b>STRATEGY AND ANALYSIS</b>			
G4-1	Statement from the CEO	Fully disclosed	Annual Report 2015 (“AR2015”) - CEO’s Message and Management Discussion and Analysis; Sustainability Report 2015 (“SR2015”) - Message from the CEO
<b>ORGANIZATIONAL PROFILE</b>			
G4-3	Name of organization	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-4	Primary brands, products, and/or services	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-5	Headquarters	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-6	Global operations	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-7	Nature of ownership & legal form	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-8	Market served	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-9	Scale of organization (including employees, sales and products)	Fully disclosed	SR2015 - Section on Bursa Malaysia at a glance; Sustainability at Bursa
G4-10	Workforce	Fully disclosed	SR2015 - Section on Economic, Environment and Social Performance and Disclosures (“EESPD”), Other EES Performance Data
G4-11	Collective agreement	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-12	Supply Chain	Fully disclosed	SR2015 - Section on Sustainability at Bursa, EESPD, Other EES Performance Data
G4-13	Significant changes	Fully disclosed	SR2015 - Section on About this Report
<b>Commitment to External Initiatives</b>			
G4-14	Precautionary approach or principle	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-15	External initiatives	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-16	Membership in associations	Fully disclosed	SR2015 - Section on Sustainability at Bursa
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>			
G4-17	Subsidiaries and associates	Fully disclosed	SR2015 - Section on Bursa at a glance, AR2015 - Corporate Information
G4-18	Process for defining report content	Fully disclosed	SR2015 - Section on About this Report, Sustainability at Bursa
G4-19	Material Aspects	Fully disclosed	SR2015 - Section on About this Report
G4-20	Aspect Boundary within the organization	Fully disclosed	SR2015 - Section on About this Report
G4-21	Aspect Boundary outside the organization	Fully disclosed	SR2015 - Section on About this Report
G4-22	Re-statements of previously reported information	Fully disclosed	SR2015 - Section on About this Report
G4-23	Changes in previous Scope and Aspect Boundaries	Fully disclosed	SR2015 - Section on About this Report
<b>STAKEHOLDER ENGAGEMENT</b>			
G4-24	Stakeholders	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-25	Basis for engagement	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-26	Approach to engagement	Fully disclosed	SR2015 - Section on Sustainability at Bursa
G4-27	Response to material issues	Fully disclosed	SR2015 - Section on Sustainability at Bursa

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ASPECT	SHORT DESCRIPTION	EXTENT OF DISCLOSURE	DISCLOSED IN
<b>REPORT PROFILE</b>			
G4-28	Reporting period	Fully disclosed	SR2015 - Section on About this Report
G4-29	Date of most previous report	Fully disclosed	SR2015 - Section on About this Report
G4-30	Reporting cycle	Fully disclosed	SR2015 - Section on About this Report
G4-31	Contact point for questions on the report	Fully disclosed	SR2015 - Section on About this Report
<b>GRI Content Index</b>			
G4-32	GRI	Fully disclosed	SR2015 - Section on About this Report
<b>Assurance</b>			
G4-33	Policy on external assurance	Fully disclosed	SR2015 - Section on About this Report
<b>GOVERNANCE</b>			
<b>Governance Structure and Composition</b>			
G4-34	Governance structure	Fully disclosed	SR2015 - Section on Sustainability at Bursa
<b>ETHICS &amp; INTEGRITY</b>			
G4-56	Values, principles, standards and norms of behaviour	Fully disclosed	SR2015 - Section on Sustainability at Bursa
<b>SPECIFIC STANDARD DISCLOSURES</b>			
<b>CATEGORY: ECONOMIC</b>			
<b>Aspect: Economic Performance</b>			
G4-EC1	Economic value generated and distributed	Fully disclosed	SR2015 - Section on EESPD
G4-EC2	Climate change risks and opportunities	Fully disclosed	SR2015 - Section on EESPD
G4-EC3	Defined benefit plan obligations	Fully disclosed	SR2015 - Section on EESPD; AR2015 - Financial Statements
G4-EC4	Government assistance	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Market Presence</b>			
G4-EC5	Minimum wage	Fully disclosed	SR2015 - Section on EESPD
G4-EC6	Local hiring	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Indirect Economic Impacts</b>			
G4-EC7	Investments for public benefit	Fully disclosed	SR2015 - Section on EESPD
G4-EC8	Indirect economic impacts	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Procurement Practices</b>			
G4-EC9	Local suppliers	Fully disclosed	SR2015 - Section on EESPD
<b>CATEGORY: ENVIRONMENTAL</b>			
<b>Aspect: Materials</b>			
G4-EN1	Materials used	Not relevant	-
G4-EN2	Recycled input materials	Not relevant	-
G4-EN3	Energy consumption within the organization	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-EN4	Energy consumption outside the organization	Not relevant	-
G4-EN5	Energy intensity	Not reported on	-
G4-EN6	Energy consumption	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-EN7	Energy requirements	Not relevant	-
<b>Aspect: Water</b>			
G4-EN8	Water	Fully disclosed	SR2015 - Section on Other EES Performance Data
G4-EN9	Water sources	Fully disclosed	SR2015 - Section on Other EES Performance Data
G4-EN10	Water recycled	Not relevant	-

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ASPECT	SHORT DESCRIPTION	EXTENT OF DISCLOSURE	DISCLOSED IN
<b>Aspect: Biodiversity</b>			
G4-EN11	Operational site	Fully disclosed	SR2015 - Section on Other EES Performance Data
G4-EN12	Impact on biodiversity	Not relevant	-
G4-EN13	Habitat protected or restored	Not relevant	-
G4-EN14	Endangered species	Not relevant	-
<b>Aspect: Emissions</b>			
G4-EN15	Emission - Scope 1	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-EN16	Emission - Scope 2	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-EN17	Emission - Scope 3	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-EN18	Intensity	Not reported on	-
G4-EN19	Emission reduction	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-EN20	Emission - ODS	Not relevant	-
G4-EN21	Emission - Others	Not relevant	-
<b>Aspect: Effluent &amp; Waste</b>			
G4-EN22	Water discharge	Not relevant	-
G4-EN23	Waste	Fully disclosed	SR2015 - Section on Other EES Performance Data
G4-EN24	Spills	Not relevant	-
G4-EN25	Hazardous waste	Fully disclosed	SR2015 - Section on Other EES Performance Data
G4-EN26	Effect of water discharge	Not relevant	-
<b>Aspect: Products and Services</b>			
G4-EN27	Environmental impact of products and services	Not relevant	-
G4-EN28	Products packaging material	Not relevant	-
<b>Aspect: Compliance</b>			
G4-EN29	Fines for environmental con-compliance	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Transport</b>			
G4-EN30	Impact from transporting products and goods	Not relevant	-
<b>Aspect: Overall</b>			
G4-EN31	Environmental protection expenditure	Not relevant	-
<b>Aspect: Supplier Environmental Assessment</b>			
G4-EN32	Screening of new suppliers	Fully disclosed	SR2015 - Section on EESPD
G4-EN33	Environmental impact assessment of suppliers	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Environmental Grievance Mechanisms</b>			
G4-EN34	Grievance on environmental impact and its mechanism	Fully disclosed	SR2015 - Section on EESPD
<b>CATEGORY: SOCIAL</b>			
<b>SUB-CATEGORY: LABOUR PRACTICES AND DECENT WORK</b>			
<b>Aspect: Employment</b>			
G4-LA1	Employees	Fully disclosed	SR2015 - Section on EESPD
G4-LA2	Benefits	Fully disclosed	SR2015 - Section on EESPD
G4-LA3	Parental leave	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Labour / Management Relations</b>			
G4-LA4	Collective agreements	Fully disclosed	SR2015 - Section on EESPD

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ASPECT	SHORT DESCRIPTION	EXTENT OF DISCLOSURE	DISCLOSED IN
<b>Aspect: Occupational Health and Safety</b>			
G4-LA5	Committee	Fully disclosed	SR2015 - Section on EESPD
G4-LA6	Injury, occupational disease, lost day and absenteeism	Fully disclosed	SR2015 - Section on EESPD, Other EESPD Performance Data
G4-LA7	High risk occupational activities	Not relevant	-
G4-LA8	Health and safety in formal trade agreement	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Training &amp; Education</b>			
G4-LA9	Training hours	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-LA10	Skill upgrade	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
G4-LA11	Performance and career development reviews	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
<b>Aspect: Diversity and Equal Opportunity</b>			
G4-LA12	Composition of governance bodies	Fully disclosed	SR2015 - Section on Sustainability at Bursa, EESPD, Other EES Performance Data
<b>Aspect: Equal Remuneration for Women and Men</b>			
G4-LA13	Equal remuneration	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
<b>Aspect: Supplier Assessment for Labour Practices</b>			
G4-LA14	Screening on new suppliers	Fully disclosed	SR2015 - Section on EESPD
G4-LA15	Labour practices reviews	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Labour Practices Grievance Mechanisms</b>			
G4-LA16	Address and resolve labour practices grievances	Fully disclosed	SR2015 - Section on EESPD
<b>SUB-CATEGORY: HUMAN RIGHTS</b>			
<b>Aspect: Investment</b>			
G4-HR1	Agreements	Not reported on	-
G4-HR2	Employee training	Fully disclosed	SR2015 - Section on EESPD, Other EES Performance Data
<b>Aspect: Non-discrimination</b>			
G4-HR3	Discrimination	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Freedom of Association and Collective Bargaining</b>			
G4-HR4	Freedom of association	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Child Labour</b>			
G4-HR5	Child labour	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Forced or Compulsory Labour</b>			
G4-HR6	Forced or compulsory labour	Not reported on	-
<b>Aspect: Security Practices</b>			
G4-HR7	Security personnel training on human rights	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Indigenous Rights</b>			
G4-HR8	Indigenous rights	Not relevant	-
<b>Aspect: Assessment</b>			
G4-HR9	Operations affected by human rights review or assessment	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Supplier Human Rights Assessment</b>			
G4-HR10	Screening of new suppliers on human rights	Fully disclosed	SR2015 - Section on EESPD
G4-HR11	Human rights reviews	Fully disclosed	SR2015 - Section on EESPD
G4-HR12	Address and resolve human rights grievances	Fully disclosed	SR2015 - Section on EESPD



ASPECT	SHORT DESCRIPTION	EXTENT OF DISCLOSURE	DISCLOSED IN
<b>SUB-CATEGORY: SOCIETY</b>			
<b>Aspect: Local Communities</b>			
G4-S01	Local community engagement	Fully disclosed	SR2015 - Section on EESPD
G4-S02	Operation with negative impact on community	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Anti Corruption</b>			
G4-S03	Operation with risk of corruption	Fully disclosed	SR2015 - Section on EESPD
G4-S04	Policies	Fully disclosed	SR2015 - Section on EESPD
G4-S05	Incidents of corruption	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Public Policy</b>			
G4-S06	Political contribution	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Anti-competitive Behaviour</b>			
G4-S07	Pending or completed legal actions	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Compliance</b>			
G4-S08	Fines	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Supplier Assessment for Impacts on Society</b>			
G4-S09	Screening of new suppliers	Fully disclosed	SR2015 - Section on EESPD
G4-S010	Assessment of suppliers for impact on society	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Grievance Mechanisms for Impact on Society</b>			
G4-S011	Grievance on impact on society and its mechanism	Fully disclosed	SR2015 - Section on EESPD
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>			
<b>Aspect: Customer Health &amp; Safety</b>			
G4-PR1	Health & safety impact assessment	Not relevant	-
G4-PR2	Non Compliance with regards to health & safety	Not relevant	-
<b>Aspect: Product &amp; Service Labelling</b>			
G4-PR3	Information regarding products and services	Not relevant	-
G4-PR4	Incident of non-compliance	Not relevant	-
G4-PR5	Customer satisfaction	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Marketing Communications</b>			
G4-PR6	Banned products	Not relevant	-
G4-PR7	Non-compliance in marketing	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Customer Privacy</b>			
G4-PR8	Customer Privacy	Fully disclosed	SR2015 - Section on EESPD
<b>Aspect: Compliance</b>			
G4-PR9	Fines	Fully disclosed	SR2015 - Section on EESPD



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