

# Corporate Social Responsibility

As a leading logistics real estate provider in Asia, MLT seeks to uphold responsible and sustainable practices across its businesses with the aim of empowering individuals and enriching communities while having a positive impact on the environment. MLT comes under the banner of the Mapletree group, and the Manager is an active participant in the Sponsor's many group-wide corporate social responsibility ("CSR") activities.

## Environmental Responsibility

The Manager is fully committed to safeguarding the environment through the construction of sustainable buildings and the adoption of energy-efficient methods and various green initiatives.

MLT's second redevelopment project, Mapletree Logistics Hub – Toh Guan, is a good showcase of the Manager's ongoing commitment on this front. The property was certified BCA Green Mark (Gold) by the Building and Construction Authority of Singapore upon its completion in March 2016. The key sustainable features of this building include:

- Use of motion sensors in common areas and energy efficient lighting fixtures and lift to reduce electricity consumption;
- Use of water efficient fittings to reduce water consumption; and
- Extensive use of certified green building products in the development.

Mapletree Benoi Logistics Hub, MLT's first redevelopment project which was completed in 2013, was certified BCA Green Mark (Platinum). The property is also the first naturally ventilated warehouse in Singapore to have attained this accolade.

In 2015, the Sponsor was the sole recipient of the BCA Green Mark Champion Award. This award recognises developers with strong commitment towards corporate social responsibility and outstanding achievements in environmental sustainability.

## Community Engagement

Nurturing communities is intrinsic to the Sponsor's corporate philosophy. The Mapletree Shaping & Sharing programme endeavours to establish long-term partnerships with stakeholders and beneficiaries to deliver positive social and environmental impact.

Underscoring its dedication to supporting the community, the Sponsor pledged new CSR commitments in Singapore and abroad during the financial year. In the area of tertiary education, it initiated support for students at SIM University, contributing S\$500,000 to their endowment fund. To date, its contributions to such funds total S\$3 million and are spread across six local universities. At the same time, the Sponsor annually supports over 90 university students with financial assistance.

The year in review also saw the group unveiling the Mapletree Academic Achievement Programme ("MAAP") aimed at acknowledging academic excellence. The inaugural initiative under the programme is a five-year sponsorship of select diploma graduation book prizes which will start from Academic Year ("AY") 15/16 and benefit all five polytechnics in Singapore. The MAAP will also sponsor 30 graduation prizes annually for SIM Global Education's diploma programmes for five years beginning AY 16/17.

Recognising the importance of education among youths-at-risk, the Sponsor launched the Mapletree

Youth Resilience Programme to lend long-term financial support for disadvantaged youths with the passion and potential to succeed in their educational pursuits. The pilot programme will cover education-related expenses for five youths from Boys' Town Home and YouthReach under a one-year sponsorship scheme. This support will be extended for an additional year should they display academic commitment.

Beyond Singapore, the Sponsor has been actively engaging the overseas community in its outreach efforts. Under a RMB10 million programme that was initiated in 2012 to support underprivileged residents in Minhang, Shanghai and Nanhai, Foshan, it is disbursing funds over a five-year period to the Nanhai Charity Society and the Minhang District Branch of the Shanghai Charity Foundation for their community support programmes.

Aligned with the Sponsor's quest to nurture communities, employees in Singapore championed the cause of the Dignity Mama Stall, where a group of mothers with intellectually and physically challenged children sell their baked goods and handicrafts at offices. Meanwhile, the annual Blood Donation Drive at Mapletree Business City ("MBC") in December 2015 collected 153 bags of blood over the two-day event.

The financial year saw the Sponsor continuing to hold regular complimentary lunchtime arts performances at MBC via collaboration between Mapletree

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and the National Arts Council known as *Arts in the City*. Apart from showcasing the talents of home-grown arts groups, these events also promote an appreciation of the arts among the working community in Alexandra Precinct.

MLT is one of the four Mapletree-sponsored real estate investment trusts ("REITs") which are founding members of the REIT Association of Singapore ("REITAS") – an organisation that seeks to drive the growth and development of the REITs industry in Singapore. During the year in review, the Manager participated in various forums and symposiums to engage investors. These included the inaugural Singapore REITs Symposium 2015 in May and the SGX-REITAS Education Series in November 2015 for retail investors, as well as the Citi-REITAS Singapore REITs and Sponsors Forum in September 2015 for institutional investors.

### Employee Engagement

Valuing people as the cornerstone of its success, the Sponsor employs integrated human capital strategies to build a diverse, inclusive and collaborative work environment. At the same time, it offers employees ample opportunities to uncover their full potential.

Recognising the importance of attracting local as well as overseas personnel, the Sponsor continues to adopt various resources and platforms to reach out to potential talents such as the Mapletree Internship Programme and Work Placement Programme where students with high potential acquire first-hand industry experience within the Group. Besides career fairs and industry networking events, Mapletree also conducts walking tours for students at its flagship developments. Potential job seekers gain insight into its corporate culture through publications in which staff share their working experiences.

The Sponsor adopts a pay-for-performance policy where compensation is tied to the company's and the individual's performances to encourage results and motivation. Annual bonus plans are linked to financial and non-financial targets, and longer-term incentive plans are pegged to its value creation, which serve to further incentivise employees. In tandem with the Sponsor's expansion into new markets across the region, staff compensation and benefit schemes are benchmarked against market standards so as to attract and retain talent.

Following from the 2014 Employee Engagement Survey which included participation from the Manager's staff, various action plans to drive improvement across the organisation have been drawn up. The Manager is on track to execute these changes, which include enhancing operating efficiency and training and development.



### People Development

The Sponsor strives to establish a capable and engaged team to propel the organisation forward. In line with its business growth within and outside Asia, it aspires to provide overseas staff with similar training opportunities as those available in Singapore. Towards this end, the successful roll-out of its core learning and development programmes in 2015 equips overseas staff in the Vietnam, India and Hong Kong offices with the full spectrum of technical, leadership and functional knowledge. Aimed at keeping overseas employees updated on the Sponsor's latest business developments, a condensed version of the Mapletree Immersion Programme – a quarterly programme comprising case studies, videos and activities – was launched last year.

In promoting learning and development, the Mapletree Learning Fiesta was held for the fourth year running. The Fiesta

witnessed many enthusiastic sign-ups for bite-size seminars comprising topics such as building strong interpersonal relationships at work, cross-cultural communication and positive psychology, in addition to book and magazine fairs. Besides this, the overseas offices conducted their own learning initiatives, with regular brown bag sessions organised to encourage continuous learning and sharing.

### Engaging Work Environment

The Mapletree Recreation Club ("Rec Club") seeks to promote staff welfare, improve work-life balance and encourage staff interaction. During the year, it embarked on various activities aimed at fostering an engaging and conducive work environment, such as the Durian Fest, which the Rec Club organised for the first time in FY15/16, in addition to movie screenings, the Safari Zoo Run and "Eat with Your Family Day". The latter was held in both the Singapore and overseas offices.

Partnering with the Health Promotion Board to organise the Workplace Health Promotion Series for employees and tenants at MBC, lunch talks on lifestyle topics such as "Tips to Weight Management" were conducted alongside health screening sessions. Complementing these activities was Fitness@work, a specially choreographed dance fitness programme conducted on a monthly basis. Together, these programmes not only create a dynamic business community within MBC, but also promote a healthy work-life balance for all staff.

### Staying Committed

At MLT, the Manager recognises its role as a responsible corporate citizen to continually drive sustainable business practices that benefit the environment and its communities. As part of the Mapletree group, it will continue to align with and support the Sponsor's CSR strategy and programmes.



1. 'Arts in the City', a collaboration between Mapletree and the National Arts Council, features home-grown arts groups in promotion of arts appreciation among MBC's working community
2. The Manager, together with the other Mapletree-sponsored REITs, participated in the inaugural Singapore REITs Symposium 2015
3. Mapletree's annual blood donation drive saw warm participation by employees and tenants at MBC