


SANDS CHINA LTD.  
Stock Code: 1928

2020 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

# SANDS CHINA ESG



 This ESG Report is printed on recycled paper using soy ink



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Unless otherwise indicated, capitalized terms used but not defined herein shall have meaning ascribed to them in our 2020 Annual Report.

In case of any inconsistency between the English version and the Chinese version, the English version shall prevail.

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# WELCOME TO OUR 2020 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

## A MESSAGE FROM OUR PRESIDENT:

Dear Stakeholders,

**I present to you Sands China's 2020 Environmental, Social and Governance (ESG) Report, which highlights our continued progress on our sustainability commitments, delivered in the face of significant disruption due to the COVID-19 pandemic.**

This year we completed the fifth year of our five-year corporate sustainability cycle in which we focused progress on our most important sustainability topics. In a challenging year financially, where Macao faced an unprecedented 85% year-on-year decline in tourism, I am gratified that we not only achieved our social and environmental ambitions, but also introduced new initiatives to drive progress going forward.

The impact of the pandemic has thrown into sharp relief how closely connected we are with our local community as daily life is interrupted and we look to protect whom and what we care about most. It is incumbent upon us to ensure the relevance of our sustainability strategy to our stakeholders' expectations and our core business.

This year, through research and local engagement, we have gained a better understanding of salient topics. We have incorporated these insights into our Sands ECO360 and Sands Cares strategies within an enhanced overarching strategy structured around three pillars: People, Communities and Planet.

Our top priority has remained the health and safety of our team members and guests. The dedication of our team members to deliver excellence of service is ever-present under normal circumstances but was exemplary in the face of a public health crisis.

Beyond introducing measures to protect physical health, we augmented our leave policies to afford more flexibility to our people to care for and protect loved ones. Going further, we introduced mental health support and provided counselling services for team members in need. I commend our team members for their adaptability and professionalism in 2020. Their contributions have been critical to the progress our Company has made.

In February 2020, at the onset of the public health crisis, we acted early to support our local community. We provided 500,000 medical masks to the Macao government as a vital measure to diminish the spread of the novel coronavirus and continued to distribute sanitizing and protective provisions that benefitted a total of 110,000 people locally during the year. Our support for local SMEs continued during the downturn through the creation of a Sands Shopping Carnival that provided a business platform for local SMEs and Sands retailers and a new weekend destination for local residents.

Energy and water efficiency are part of Sands China's operating DNA. We made water stewardship a key focus of the Sands ECO360 strategy in 2020 and launched our nature-based solutions project "Drop by Drop," aimed at climate resilience and biodiversity enhancement. In a year when emissions figures were incomparable with previous years, we made progress towards our Science-Based Target. Our solar thermal-heat pump hybrid energy plant, the first in the industry in Macao, came into service to significantly improve plant efficiency and will prevent 1,140 metric tons of carbon dioxide emissions annually. We also invested in the digital enhancement of our kitchens, where we are now able to monitor, assess and find ways to minimize food waste.

Looking ahead to the next five years, we will continue to refine our ESG priorities through enhancing our understanding of ESG risks and



by gaining insights from our team members, customers, local community, business partners, investors, and local government. We remain steadfast in our efforts to create positive local impact and make Macao a better place to live, work and visit.

I hold immense pride in Macao's resilience in these trying times and remain confident in its future. As we enter a new five-year corporate sustainability cycle under our enhanced strategy, vaccination rollouts across the globe have commenced and are inspiring hope. Our newly opened integrated resort The Londoner Macao is primed to welcome tourists back and investment continues across our properties.

On behalf of the Board and management, I invite you to read more about our commitments to People, Communities and Planet, and our progress during 2020. I look forward to your continued engagement and partnership in 2021 and wish you a healthy and prosperous year ahead.

**DR. WILFRED WONG**  
President of Sands China Ltd.

## PROPERTY SPOTLIGHT

# SANDS CHINA LTD.

## MACAO'S LEADING RESORT COMPANY

Sands China Ltd. ("Sands China", "SCL" or the "Company"), a subsidiary of Las Vegas Sands Corp. ("Las Vegas Sands" or "LVS") (NYSE: LVS), is the leading developer, owner and operator of multi-use integrated resorts and casinos in Macao. We own The Venetian Macao, Sands Macao, The Plaza Macao, The Londoner Macao (formerly Sands Cotai Central) and The Parisian Macao. We also own Cotai Expo, one of the largest convention and exhibition halls in Asia; Macao's largest entertainment venue, the Cotai Arena; the 1,800-seat luxury The Venetian Theater; the 1,200-seat The Parisian Theater; the upcoming 1,700-seat theater at The Londoner Macao; and Cotai Water Jet, one of two major high-speed ferry companies operating between Hong Kong and

Macao. In addition to our ferry operations, our properties are served by our Cotai Limo services and our Cotai Shuttle bus services, connecting Macao properties to the transportation hubs in Hong Kong.

The renovation, expansion and rebranding of Sands Cotai Central into the The Londoner Macao is being delivered in phases, which started in 2020 and will continue through 2021. The Londoner Macao Hotel, featuring 594 London-themed suites, including 14 exclusive Suites by David Beckham, opened in January 2021. The Grand Suites at Four Seasons, featuring 289 luxury suites, opened in October 2020.

We are also the largest private sector employer in the region, with 25,371 team members, excluding hotel partners.

## OUR IMPACT IN 2020

- US\$1.6B consolidated net revenues
- US\$1.4B goods and services purchased from local suppliers (89% of total spending)
- 42,000 visitors attended the 3-day Sands Shopping Carnival
- 52 hours of training delivered on average per team member
- 20,500 volunteer hours contributed by team members
- MOP 30.4 million (USD 3.8 million) in cash donations to local causes
- MOP 25 million donated to support communities in fighting COVID-19
- 7,429 tonnes of waste diverted from landfill
- 2.3 million kWh in annual energy savings through 5 efficiency projects

## AWARDS AND CERTIFICATIONS

**GREATER BAY AREA BUSINESS SUSTAINABILITY INDICES (GBABS I)**  
Ranked 9th (2020)

**HONG KONG BUSINESS SUSTAINABILITY INDICES (HKBS I)**  
Ranked 10th (2020)

**LEED**  
Silver for Building Design and Construction – The Parisian Macao (2019)

**FTSE4GOOD**  
(2018, 2019)

**MACAO GREEN HOTEL AWARDS**  
**PLATINUM:** The Venetian Macao

**GOLD:** Four Seasons Macao, The Parisian Macao, The Londoner Macao Hotel, Conrad Macao, The St. Regis Macao and Sheraton Grand Macao

**SILVER:** Sands Macao

**ISO 20121: EVENT SUSTAINABILITY MANAGEMENT SYSTEMS**  
The Venetian Macao, The Parisian Macao

- The Venetian Macao's food and beverage department has received ISO 22000:2018 certification for its food safety management system, becoming the only integrated resort or hotel in Macao to have received it. It is the sixth ISO certification received by Sands China to date.
- Sands China received the HRoot Best Social Enterprises in Greater China 2020 award, the HRoot Best Practice of Learning and Development in Greater China 2020 award, and the Guangdong Human Resources Excellence Award for Best Human Resources Team.



## PROPERTY INFORMATION

**LOCATION:**

Macao, China

**YEAR OPENED:**

Sands Macao (2004)

The Venetian Macao (2007)

The Plaza Macao/ Four Seasons Macao (2008) including

The Grand Suites at Four Seasons (2020)

The Londoner Macao<sup>1</sup> (2012) including Conrad Macao (2012), The Londoner Macao Hotel (2021), Sheraton Grand Macao (2012 & 2013) and The St. Regis Macao (2015)

The Parisian Macao (2016)

**NUMBER OF TEAM MEMBERS:**

25,371

**NUMBER OF ROOMS:**

Approximately 12,005

**MEETING SPACE SQUARE FOOTAGE:**

1.7 million square feet

<sup>1</sup> Opened as Sands Cotai Central in 2012

## FIVE-YEAR REVIEW

During the 2016–2020 reporting cycle, we continued making significant progress against our environmental targets and charted a more formalized roadmap for our social priorities. With significant milestones, strong results against our targets and recognition from leading ranking organizations, we continue to lead the way in setting a high bar for ESG performance in our industry.

## 2016



### CHARTING OUR PATH

Announced five-year targets aligned with the United Nations Sustainability Development Goals ("SDGs"):

- Emissions reduction (SDG 7)
- Water conservation (SDG 6)
- Waste management (SDG 12)

Committed to 500,000 Sands ECO 360 actions

Became the first integrated resort to have emission targets approved by the Science Based Targets initiative (SBTi).



### ECO-INNOVATION

Opened The Parisian Macao, our most sustainable and energy-efficient property to date:

- Environmental stewardship underscored every facet of development
- 100-percent use of LED light bulbs
- Enhancements to enable the future reclaiming of grey water

Hosted the Company's first zero-waste event – and the first in Asia.

## 2017



### FOOD FOCUS

Introduced a comprehensive strategy to address our food and beverage environmental footprint:

- Food tasting and training for sales and convention and exhibition teams provided by chefs to promote sustainable menus
- Reimagined classic recipes with eco-focused ingredients
- Encouraged well-balanced, plant-based fare



### MACAO TYPHOON RESPONSE

SCL and the Adelson Family Foundation donated MOP 65 million to assist with relief, recovery and rebuilding efforts in the aftermath of Typhoon Hato. Relief efforts included:

- Cash donations
- Vehicle leasing
- House repairs
- Equipment and necessities purchases



## 2018

**MATERIALITY ASSESSMENT**

Completed our most robust environmental materiality assessment to date and repositioned Sands ECO360 around six key themes:

- Energy
- Water
- Waste
- Transportation
- Food
- Procurement

**MACAO GREEN HOTEL AWARD**

The Venetian Macao has been awarded a Macao Green Hotel Platinum Award, the first and only hotel in Macao to earn the new top designation of platinum, which was introduced in the latest edition of the awards.

**GREEN GATHERINGS**

Expanded the Sands ECO360 Green Meetings program to include other gatherings and celebrations such as fashion shows and culinary festivals.

**GREEN MONDAY AND GREEN CUISINE**

In collaboration with local social enterprise, Green Monday, we have launched a program to promote meatfree options to our team members in canteens. Each Monday, a full menu of healthy vegetable-based options are provided to more than 26,000 team members. Not only this, but we now offer vegetarian friendly options at 14 restaurants across our properties.

## 2019

**ECO-ACCOMPLISHMENTS**

Achieved 651,986 Sands ECO360 actions, surpassing our target of 500,000.

Launched a robust plastic strategy aimed at reducing disposal products across all operations.

**RENEWABLE ENERGY**

Installed a solar thermal hybrid energy plant to remove the need for a gas boiler. The solar thermal panels will generate more than 500 megawatt-hours of thermal energy annually, equivalent to providing hot water to 3,300 households in Macao for one month. Additionally, the hybrid system improves the existing plant efficiency by over 50%, and is expected to avoid 1,140 metric tons CO2e emissions.

**DROP BY DROP PROJECT**

Rolled out a collaborative water stewardship initiative with Clean the World to invest savings from our water conservation efforts in community water projects.

**ROADMAP ADJUSTMENT**

Gathered internal feedback to update our Corporate Responsibility platform:

- Prioritized topics most important to our Company and stakeholders
- Realigned key initiatives and corporate giving to drive greater impact

## 2020

**2025 EMISSIONS TARGET**

Set a new Science-Based Target, pledging to reduce greenhouse gas emissions by 17.5% by 2025.

**ESG RECOGNITION**

Sands China participated in the 5th Hong Kong and the 1st Greater Bay Area Business Sustainability Indices and ranked 9th & 10th in each index respectively, attaining the level of Achiever with remarkable advancement.

**COVID-19 RESPONSE**

Sands China has been supporting the Macao community to fight against COVID-19 on multiple fronts. The Company donated over 650,000 items, provided financial support for 500 underprivileged families and made cash donations to 34 local elderly and drug rehabilitation centres – benefiting a total of 110,000 people in need.

**GAINING RECOGNITION**

HRoot Awards 2020

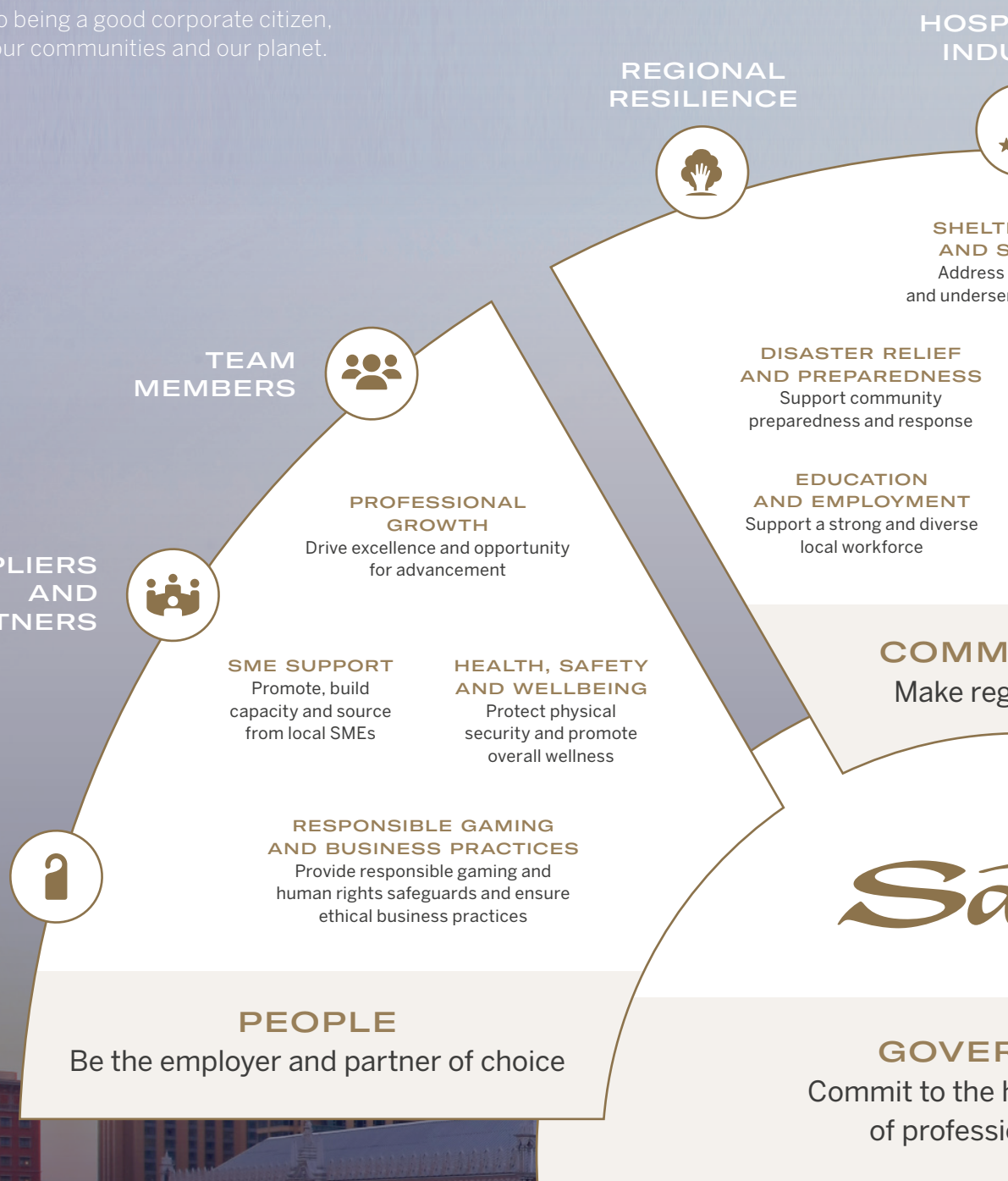
Best Social Enterprises in Greater China 2020

Best Practice of Learning and Development in Greater China 2020

The Guangdong Human Resources Excellence Award for Best Human Resources Team

# OUR STRATEGY

Sands China is dedicated to being a good corporate citizen, committed to our people, our communities and our planet.





TALITY  
STRY

LOCAL CULTURE  
AND IDENTITY



R, FOOD  
SERVICES  
ocial issues  
ed populations

CAPACITY BUILDING

Invest in and promote  
local businesses, SMEs  
and non-profits

CULTURAL AND  
NATURAL HERITAGE

Preserve local assets and  
help attract sustainable  
tourism

UNITIES  
ons strong

ands®

NANCE  
ghest standards  
nal conduct



GREEN  
BUILDINGS

ENERGY

Promote energy  
efficiency and renewable  
energy solutions

WATER

Implement  
conservation and  
reclaimed water usage

WASTE

Reduce, recycle,  
divert and donate unused  
products and materials

PROCUREMENT

Promote sustainable  
product purchases and  
disposable alternatives

FOOD

Offer sustainable food  
and ensure efficient  
restaurant design

TRANSPORTATION

Explore advanced technologies  
and route optimization



ENVIRONMENTALLY  
RESPONSIBLE  
OPERATIONS



GREEN  
MEETINGS  
AND EVENTS

PLANET

Minimize our environmental impact

## STAKEHOLDER ENGAGEMENT

Understanding stakeholder expectations and capturing feedback for our corporate responsibility initiatives is one of the most important elements in developing our strategy and an area in which we've greatly accelerated our efforts over the past five years. Through a multi-year process of formalizing our stakeholder engagement program, we have cultivated an in-depth assessment of the issues that are most prevalent and prominent among both our internal and external stakeholders to shape our direction and chart a solid path forward.

Each year, we alternate between internal and external stakeholder engagement, through our two-way dialog with most stakeholders remains ongoing and perpetual. In 2020, we focused on learning about the viewpoints and opinions of our external stakeholders in three phases: desktop research, surveys and in-depth interviews with representatives of our stakeholder community, and a review of the emerging issues gleaned from media coverage.

In phase one, we analyzed the most commonly discussed ESG topics by our peers, industry associations, international frameworks and investor ranking organizations, which yielded three levels of priority: topics broadly covered by all entities and organizations; established topics for consideration, but not consistently material across the research cohort; and emerging topics with low coverage, yet potential material impact. From this benchmark, we entered phase two of the process to understand the importance of identified issues among a representative set of stakeholders selected to provide diverse points of view. A third-party research firm conducted surveys and interviews to ensure confidentiality. In the final stage, we completed an in-depth media assessment to uncover any emerging issues not previously reflected in initial research, surveys and interviews.

Beyond the formal stakeholder engagement process, we listen attentively and rely deeply on our ongoing dialog with team members, guests, suppliers, community partners and civic leaders to address important ESG issues in real-time and drive ongoing performance enhancements.

## ESG MATERIALITY

Over the course of the 2016-2020 reporting cycle, Sands China greatly refined the process for incorporating the most pressing issues for our business and industry into our corporate responsibility framework. We fully defined and integrated our top environmental issues and set goals for our performance in the areas of energy, water and waste. We also conducted an initial materiality assessment for the social issues relevant to our global communities. Identified issues in the areas of shelter, food and services; disaster relief and preparedness; education and employment; capacity-building; and cultural and natural heritage have now been integrated into our corporate responsibility platform.

To begin the 2021-2025 reporting cycle, we are undertaking materiality assessment to reevaluate both our Sands ECO360 global environmental and Sands Cares community engagement programs. We start our process by assessing the key topics identified through stakeholder engagement against a set of criteria including social and environmental impact, our overall social and environmental strategy, stakeholder relevance, risk, innovation, partnership opportunities, reporting and transparency, and awareness and education. This extensive analysis yields the set of top priorities to be addressed by Sands China's corporate responsibility program.

Our materiality assessment is a dynamic process, responding to changes in stakeholder sentiments as well as developments in the ecological, social and business environment. As we tackle the highest-priority issues identified for the 2021-2025 reporting cycle, many of which are consistent with prior years, we also will continuously review our programs to ensure we remain on the forefront of stakeholder expectations and emerging needs.



# MAPPING TO THE U.N. SDGS

The culmination of the 2016-2020 reporting cycle marks the second five-year cycle we have completed since the formal inception of our ESG initiatives.

Throughout our reporting history, we have continued to make progress against our goals, which have also been established in

accordance with global standards in the ESG space. During the 2016-2020 reporting cycle, we solidified three goals aligned with the U.N. Sustainability Development Goals (U.N. SDGs) in the areas where we could have greatest impact: energy, water and waste. We also had our emissions targets approved by the Science-Based Targets initiative (SBTi) to ensure alignment with the most recent science around climate change.

From 2016-2019, we made steady progress against our goals in these three areas; however, the events of 2020 dramatically impacted our operations and led to results not representative of our historical performance, as shown below. Our 2020 results are presented with our 2019 results to provide a more realistic picture of our trends.

## U.N. SDGs ALIGNMENT

### ENERGY

Double the rate of improvement in energy efficiency  
Substantially increase the share of renewable energy in the global energy mix



#### 2020 TARGET:

6% decrease in Scope 1 & 2 emissions in addition to offsetting all emissions associated with The Parisian Macao

#### 2020 PERFORMANCE:

27.1% decrease in emissions from a 2015 baseline for resort operations. The operational downturn associated with the global pandemic, including partial closing of our resorts, impacted this result.

#### 2019 PERFORMANCE:

3.6% increase in emissions

### WATER

Substantially increase water-use efficiency



#### 2020 TARGET:

3% decrease in water use per square foot

#### 2020 PERFORMANCE:

40.8% decrease in water use per square foot. The operational downturn associated with the global pandemic, including partial closing of our resorts, impacted this result.

#### 2019 PERFORMANCE:

3.2% decrease in water use per square foot

### WASTE

Substantially reduce waste generation through prevention



#### 2020 TARGET:

5% increase in diversion rate based on a 2015 baseline

#### 2020 PERFORMANCE:

3.8% decrease in the diversion rate. Achieving our target presented challenges even prior to 2020 due to notable disruption in global recycling markets and the loss of recycling solutions.

#### 2019 PERFORMANCE:

0.4% increase in the diversion rate

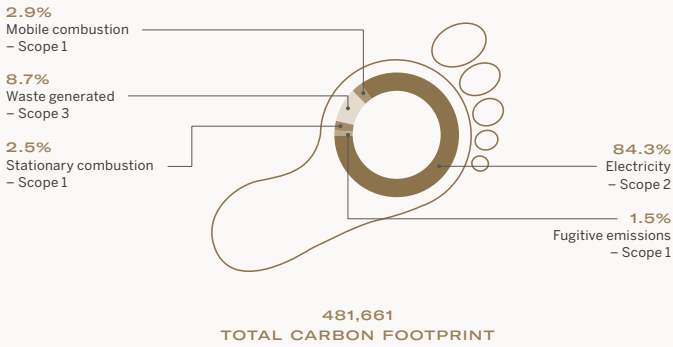
# OUR PERFORMANCE

Measuring and reporting our environmental performance has increased our accountability and driven results. It helped us proactively manage our utility consumption, ensured the disciplined execution of efficiency projects and compelled us to explore innovative solutions.

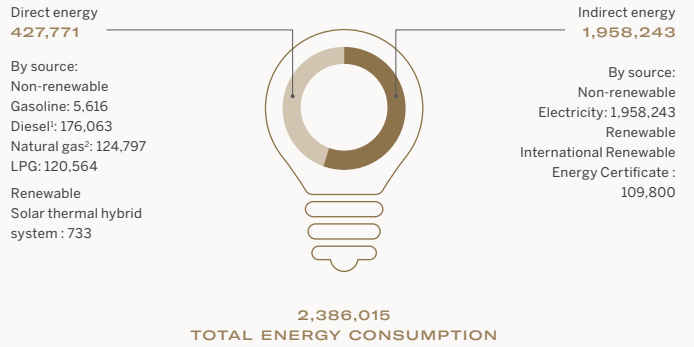
## ENVIRONMENT

### ENERGY AND EMISSIONS

#### CARBON FOOTPRINT (MT CO<sub>2</sub>e)

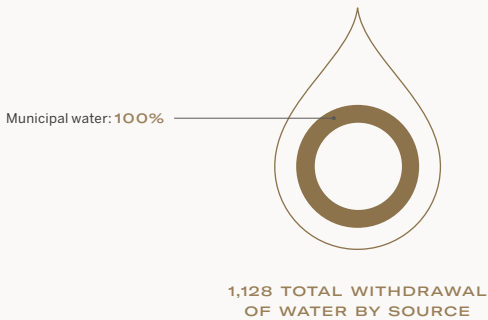


#### ENERGY CONSUMPTION (GJ)



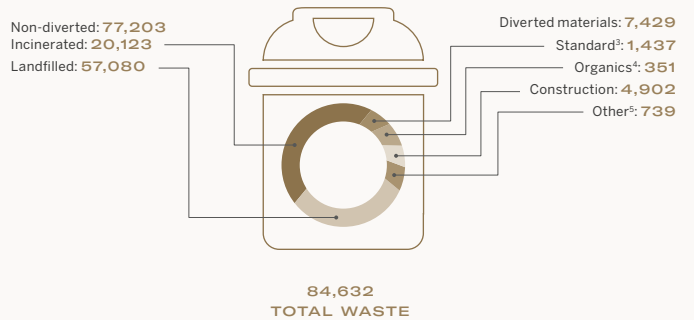
### COMPANY-WIDE WATER PERFORMANCE

#### TOTAL WATER USE (MILLION GALLONS)



### COMPANY-WIDE WASTE PERFORMANCE

#### TOTAL WASTE USE (METRIC TONS)



#### NOTES

<sup>1</sup> Diesel includes mobile diesel, stationary diesel and marine fuel.  
<sup>2</sup> Natural gas includes CNG, towngas and natural gas.  
<sup>3</sup> "Standard" includes plastic, aluminum, cardboard, paper, glass and metal.

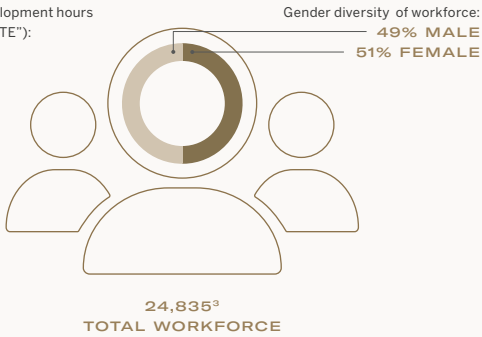
<sup>4</sup> "Organic" includes food waste, food donations, horticultural waste and cooking oil.  
<sup>5</sup> "Other" includes recovered assets, batteries, e-waste, donations, light bulbs, soap and shampoo amenities.

# SOCIAL

## PEOPLE

Average training and development hours per full time employee ("FTE"): 52<sup>1</sup>

Employee engagement: 74%<sup>2</sup>



## ETHICAL CONDUCT

Total responsible gaming training hours in 2020: 3,678 HRS

Responsible gaming orientation training for all new team members: 707 TEAM MEMBERS



Annual training for responsible gaming ambassadors: 63 TEAM MEMBERS

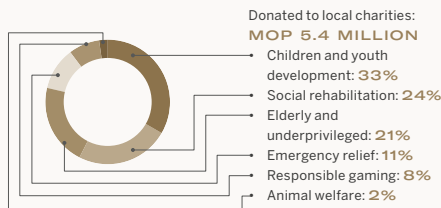
Responsible gaming training for team members: 1,454 TEAM MEMBERS

## COMMUNITIES

Disaster relief for COVID-19: MOP 25 MILLION

Volunteering hours by team members: 20,525

Sponsorship and civic contributions: MOP 4.3 MILLION



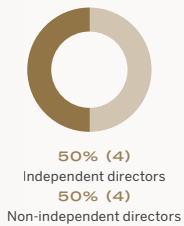
### NOTES

- Average hours of training per FTE spent on training and development include mandatory training.
- Employee engagement represents number or percentage of actively engaged employees based on the Company's team members engagement surveys. We conduct a team member engagement survey periodically. Our most recent survey was completed in 2018.
- For ESG reporting purposes we exclude individuals managed by third-party hotel operators in Macao and a de minimis number of employees located in other jurisdictions.
- Responsible Gaming Ambassadors are team members that go through additional intensive training. Ambassadors are available on the gaming floor at all times to assist guests.

# GOVERNANCE

## SCL BOARD

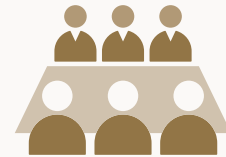
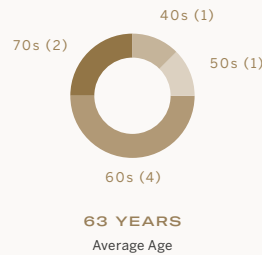
### DIRECTOR INDEPENDENCE



### DIRECTOR TENURE



### AGE DISTRIBUTION



AUDIT COMMITTEE  
is composed entirely of  
independent directors

# IMPORTANT 2020 DEVELOPMENTS

The coronavirus pandemic has had profound impacts on our team members and their families, our business, the Macao community, and the travel and tourism industry as a whole. From the start, our priority has been to ensure the health, safety and livelihoods of our team members, who have been supportive of our new safety protocols.

Our Sands SafeStay program starts with healthy team members, who are screened daily using body temperatures at entrances, provided with complimentary face masks and monitored by a new Health Inspection Team to ensure team members closely follow health guidelines. Properties also introduced new cleaning and disinfecting regimes, testing and tracing and the implementation of social distancing measures in restaurants, bars and casinos and around pool sides. A third-party assurance organization, Bureau Veritas, audited all our safety and hygiene protocols to certify our properties with its SafeGuard™ Hygiene Excellence and Safety label.

We found new ways of working due to the disruption to our daily operations and our people. As the government introduced new policies and travel restrictions to protect Macao, the situation on the ground changed rapidly. Some team members became stranded abroad, while new starts could not be onboarded, impacting preparations for the launch of food and beverage destinations. To minimise disruption, we sought to internally transfer skilled employees to maintain a level of continuity, and redeployed others where they could gain new skills and support our business.



The travel restrictions led to a two-thirds reduction in visitors to our resorts. New policies were brought in like shorter work weeks and a variety of leave programs aimed at providing team members with flexibility and time off to shelter and to look after loved ones. In all, 94% of team members participated in these initiatives. A hiring freeze was put in place due to the uncertain outlook, and practice on non-performer and contract end continued in some areas. Throughout the year we aimed to support our team members with clear communications via a range of internal communications channels and promoted mental health through Stress Management Talks and a mental health hotline accessible 24 hours a day.

We acted quickly in the early onset of the pandemic by announcing in February that we would donate MOP 20 million to support the anti-pandemic work in mainland China; and allocated another MOP 5 million to support epidemic prevention in Macao, including active global purchasing when faced with a shortage of relief supplies. Since early February, Sands China has donated more than 650,000 relief items to the Macao government, non-profit associations and guests staying in the isolated area of the Sheraton Grand Macao, provided financial aid for 500 families facing economic hardships, and made donations to 34 local elderly homes, rehabilitation homes and drug rehabilitation centres – benefiting a total of 110,000 people in need. Meanwhile, as part of the Company's ongoing COVID-19 relief effort for the Macao community, our Sands Cares Ambassadors have been helping distribute relief items donated by Sands China to local community organizations – contributing approximately 1,000 hours of voluntary community service.

## DROP BY DROP – NATURE BASED SOLUTIONS FOR MACAO

Our Sands ECO360 sustainability program reflects our vision for environmental stewardship and preservation of natural resources and ecosystems. We're driven to enhance the vibrance and resilience of our environment to protect and create places where people want to visit, live and work.

Over the past five years, as part of Sands ECO360, we have been focused on responsible water stewardship. This year we seized the opportunity to partner with Clean the World Foundation, a global leader in water, sanitation, hygiene and sustainability, to facilitate The Drop by Drop Project. In 2020, the project reinvested capital from water stewardship efforts in our operations to an innovative project to explore how native plants and wetlands can help enhance water quality and generate ecosystem services in Macao. Sister projects are also being conducted by Las Vegas Sands in Las Vegas and Singapore.

Through the project, our local partner, the University of St. Joseph Macao (USJ), Institute of Science and Environment, investigated ways to enhance local water quality through the use of native wetland

plants, especially mangroves, as natural purifiers for water pollution. The research study, entitled "Nature-based Solutions for a Cleaner and Safer Macao," also studied potential co-benefits generated for the city such as the reduction of water-related risks (e.g. flooding due to impact of storm surge), ecosystem rehabilitation and maintenance, as well as enhancement and protection of biodiversity in the local coastal wetland ecosystems.

As part of The Drop by Drop Project, public awareness campaigns are being ran to promote the concept of nature-based solutions through public talks, organized field trips for students and other members of the local community, mangrove exhibitions with interactive, engaging activities and nature-based solutions workshops.

Through this impactful initiative, resources are allocated to the improvement of global water systems, one drop at a time. For more information on The Drop by Drop Project, please visit:

 <http://cleantheworldfoundation.org/dropbydrop>



# ENVIRONMENT

Our responsibility to the planet is as important to us as our commitment to the comfort and well-being of our guests and team members. This dedication is exemplified by our award-winning Sands ECO360 global sustainability strategy designed to help minimize our environmental impact. It reflects our vision to lead the way in sustainable building development, resort operations and green meetings and events.







# OUR AREAS OF FOCUS

- ▲ Sands China team members observe wildlife at Macao's coastal wetlands
- ◀ Avocets make a stopover in Macao while traveling along their migration route

Operating a sustainable business means focusing on the areas that we can make the greatest impact and have the greatest influence. We make improvements through investments and partnerships, and aim to provide solutions for impact at scale. Our Sands ECO360 program, which focuses on three areas with strong impact and influence, helps drive our initiatives and investments.

## GREEN BUILDINGS

Innovative building designs provide the foundation for resource conservation. From planning and design, through construction, operation and decommissioning, it is essential to consider the full lifecycle of a building. We aim to minimize immediate impacts from extraction, manufacturing and transportation of building materials, while also selecting technologies that keep impacts low through daily operations.

## ENVIRONMENTALLY RESPONSIBLE OPERATIONS

Even with a solid foundation, it is essential to operate buildings with continued resources conservation and collaboration to drive efficiencies. Through the introduction of new technologies, changes to daily habits, and benchmarking our practices against international leaders, we can continue to find ways to reduce energy use, improve waste diversion and decrease water use.

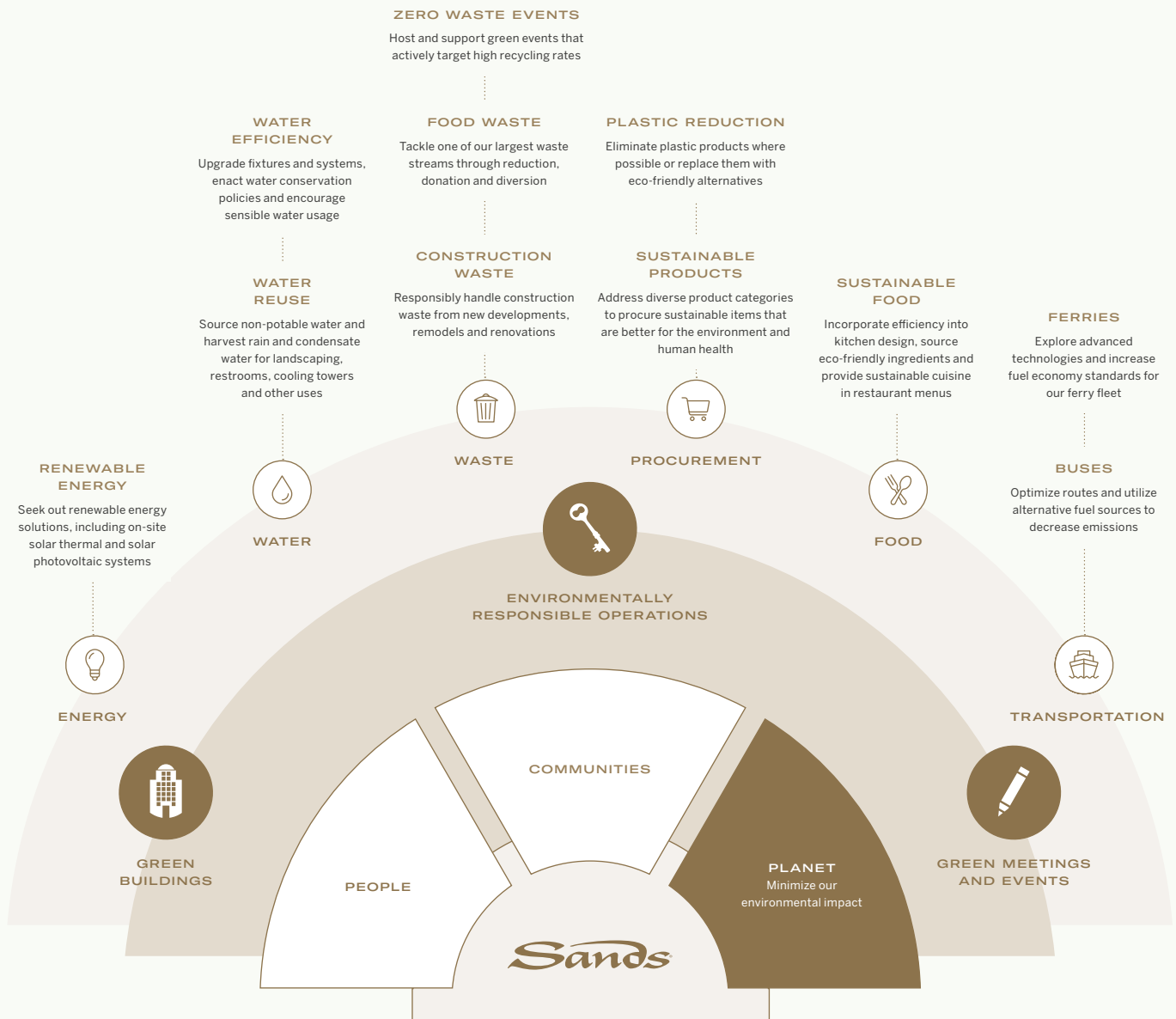
## GREEN MEETINGS AND EVENTS

Meetings and conventions are integral to our business. First established in 2011, the Sands ECO360 Green Meetings program was created to support forward-thinking clients in making their events more sustainable, now implemented as our global standard. Our roster of high-profile sustainable events has earned us various world-class awards and certifications, including ISO 20121 for sustainable event management.

# PLANET

## IMPORTANT ISSUES

We are constantly evolving our strategy to adapt to emerging trends, support new business opportunities and foster environmental stewardship. We focus on six key themes covering our full operations: energy, transportation, water, waste, food and procurement. We mindfully address each theme within the three pillars of the Sands ECO360 program to ensure our initiatives span the full scale of the Company's operations.



# ENERGY AND CLIMATE CHANGE

## MANAGEMENT APPROACH

Energy, water and waste have been cornerstones of the Sands ECO360 program since its inception. Energy is used widely throughout our Company in the form of electricity purchased from the grid and direct energy sources including gasoline, diesel, natural gas and liquefied petroleum gas (“LPG”), each producing their own associated emissions. Through the program and our Energy Management System we proactively reduce our impact on the environment and seek to achieve our energy reduction goals.

## GOVERNANCE

Sustainability governance, including matters related to energy, emissions, climate change, ultimately lies with the LVS executive team at the global level. Our corporate responsibility strategy is led by LVS’ Chief Procurement and Sustainability Officer (“CSPO”) and Senior Vice President of Corporate Communications, and is executed by the Senior Vice President of Global Sustainability of LVS, overseeing the Group’s environmental and social commitments. The CSPO reports directly to the President and Chief Operating Officer of LVS, who is a board member of LVS, and leads the global sustainability department, which develops and implements the climate strategy, while day-to-day management and strategy implementation is the responsibility of our local teams, supervised by Sands China’s Executive Committee.

## STRATEGY

Energy has been identified as one of our six key themes through stakeholder engagement and materiality assessment. When we refreshed our sustainability strategy and established new environmental targets for 2016–2020, we leveraged strong, recognized methodologies. We assessed international sustainability frameworks and aligned our greenhouse gas (GHG) emissions reduction goals with the Science-Based Targets initiative (SBTi). Guided by SDG 7, Affordable and Clean Energy, we focused on energy efficiency (target 7.3) and renewable energy (target 7.10).

## RISK MANAGEMENT

Significant risks are assessed as part of our global Enterprise Risk Management program. To understand and manage climate-related risks and opportunities, our sustainability departments evaluate physical risks such as the impact of temperature fluctuation on electricity use or building infrastructure upgrades to increase the resiliency of our properties to weather events.

Our Environmental Management System assesses transition risks such as emerging climate-related legislation and carbon tax regulations. All of our properties are assigned energy-reduction targets and implement energy efficiency, optimization and conservation projects (ECOTracker projects) to mitigate weather-related energy increases or utility cost impacts. We also review sustainability trends and update our green meeting practices and services.

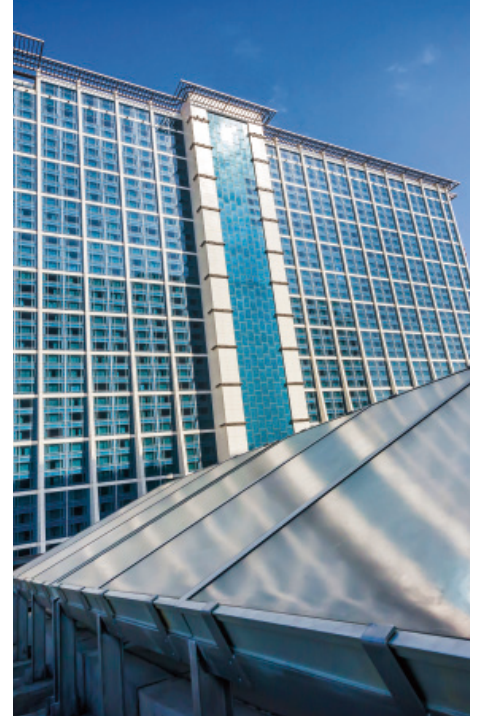
Our approach is always transparent and includes third-party verification of our efforts. Our science-based targets and progress towards them are visible to many stakeholders, and our emissions reporting is validated annually in accordance with the ISO 14604-3 assurance standard.

## OUR 2020 PERFORMANCE

In 2020, we procured 30,500 MWh of Renewable Energy Certificates (RECs), representing approximately 5% of our properties’ energy use during the year. The energy sourced was powered by wind in China and ensured that a known proportion of the electricity we use came from zero carbon sources.

Our broader environmental performance for the year must be viewed through the lens of the global health crisis. A 68.6% decrease in visitors to our resorts during the year is reflected in significant reductions in energy consumption and emissions generation.

Through the implementation of five efficiency projects, including the installation of energy efficient motors to optimize cooling and heating systems across all our properties, we achieved 2.3 million kWh of annualized energy savings. We also continued to invest in Green Shuttle Buses to replace more carbon emitting diesel vehicles.



**2.3**  
MILLION GJ  
TOTAL ENERGY CONSUMPTION



**427,192**  
METRIC TONS CO<sub>2</sub>E  
RESORT OPERATION  
ABSOLUTE EMISSIONS

**15.2**  
SCOPE 1 & SCOPE 2  
(MT CO<sub>2</sub>E/1,000 SQ. FT.)  
RESORT OPERATION  
EMISSION INTENSITY



## WATER

Water is one of the most vital resources on the planet. It sustains life for millions of diverse plant and animal species, supports the livelihoods of fisherman and farmers and is used for drinking, hygiene and sanitation around the world. It is also integral to the experience we strive to create for our guests. Exquisite pools and spas, lush landscapes and elegant fountains create a refined ambience at our resorts. We balance luxury with responsibility by using non-potable water wherever possible, exploring innovative water technologies and developing water conservation procedures.

In 2020, in partnership with Clean the World Foundation, we officially launched The Drop by Drop Project, a brand-new Sands ECO360 initiative that funds innovative water stewardship projects. This initiative aims to:

1. Reinvigorate ecosystems by safeguarding and restoring aquatic ecosystems.
2. Leverage technologies by promoting innovation and water efficiency solutions.
3. Increase resiliency by strengthening community responses to floods, droughts and water risks.
4. Engage the community on the vital importance of water.

Our first project in Macao, Nature-Based Solutions for Macao's Coastal Waterways was launched in 2020 in coordination with University of St. Joseph Macao (USJ), Institute of Science and Environment. Within the program, USJ researches are looking at how Macao can leverage the power of mangroves and other native wetland plants to help improve the city's coastal waterways. The project's preliminary scientific testing has shown that areas without mangroves can have up to four times the concentration of some water-based pollutants than areas with mangroves; an early indication that this nature-based solution could grow to have great impact.

### DROP BY DROP IN NUMBERS



**1,200**

students and community members participated in our Nature-Based Solutions for water awareness campaign



**180**

lab-grown and water pollution uptake-tested mangrove seedlings transplanted to the field



**30**

educational mangrove field trips for local schools and universities



**4**

open lectures for the scientific community



**1**

public scientific exhibition



## WASTE

Our integrated resorts are designed and renovated to welcome visitors to hotel, meeting, retail and dining spaces at the forefront of luxury. However, their development and patronage inevitably result in the generation of waste. To tackle this, we prioritize key areas where we can effectively reduce, reuse and recycle, proactively managing our overall waste footprint based on two key categories: construction waste and waste from normal resort operations.

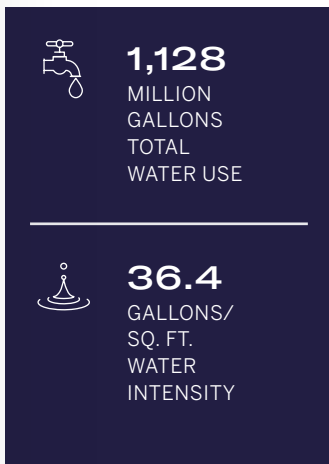
Construction projects, including The Londoner Macao, are managed in tandem by Procurement & Supply Chain (“P&SC”), Development Project Management (“DPM”) and Sustainability. DPM oversees construction and development projects, working with the consultants, architects, designers and vendors involved with each development. A Sustainability Senior Manager is based in the DPM to ensure our global Sustainable Development Standards (“SDS”), which are based on the LEED rating system, are followed through the design and construction, including construction waste management. The Sustainability team is consulted when fixtures, furniture, and equipment need to be re-purposed or disposed, and works with P&SC to identify vendors or recyclers that manage these processes responsibly.

For extensive renovations and construction such as for The Londoner Macao, we have put in place a contract with a vendor to

ensure that 100% of furniture and mattresses removed during renovation were repurposed and recycled. This year, due to the impact of the pandemic we had to suspend our contract for furniture recycling. However, in total we diverted 7,429 tons of waste from landfill including 4,902 tons of renovation and construction waste that were separated, recycled, and prepared for reuse.

Food waste remains a complex issue globally, and we continue to assess banquets, restaurants and dining halls for opportunities to avoid it. Our Chefs strictly manage food quantities by ordering and preparing meals appropriate to the number of guests or team members served. During preparation, Chefs will save food scraps, such as vegetable peels, to be used in our on-site food waste digester. A proportion of post-consumer food waste continues to be processed by our de-watering machine. Midway through the year, Winnow Vision™, a cutting-edge technology that helps reduce food waste by leveraging artificial intelligence and data analytics, was introduced to the team member restaurant kitchen at The Venetian Macao, and later at The Parisian Macao. The tool captures real-time data on food waste, including the weight and type of waste discarded. Information is then analyzed combined with cost data and reports back to kitchen staff, helping kitchen staff identify opportunities to reduce food waste and associated costs.

▲ Mangrove saplings planted as part of The Drop by Drop Project



# PROCUREMENT

Responsible procurement includes products that meet our environmentally preferable criteria, and we have developed a plan, established a baseline to track performance, identified priority categories and provided training for our team members in order to achieve our goals. P&SC department works diligently to support our Sands ECO360 program. We require all suppliers to meet governmental standards, pass background inspections, and comply with our Supplier Code of Conduct. Additionally, we expect all our suppliers to in turn hold their own suppliers to these same high standards.

With plastic waste a global concern, we developed our single-use plastic strategy in 2019 with a vision to eliminate, reuse, replace, and recycle our most significant single-use plastic products and packaging. Guided by prominent frameworks, such as the Ellen MacArthur Foundation, we assessed our operations to identify and prioritize relevant products, developed our approach in line with our vision, and set ambitious goals.

More than 27 single-use plastic products were identified throughout our operations by our property and corporate teams. The environmental and business impacts, and regulatory risk of each product was assessed. Our efforts are matched by those of Macao government, who in November 2019 introduced a plastic bag restriction policy, and in late 2020, announced a forthcoming import ban on Styrofoam food containers including cups, bowls, and takeaway boxes.

Every product we use carries a unique environmental footprint. To evaluate alternatives to single-use plastic items, we utilized life cycle assessments. This robust methodology quantifies a product's impact from conception to disposal by evaluating a range of environmental indicators, from water intensity to recyclability.

2020 was due to be a year of implementation, however the restrictions on travel amid the global health crisis significantly impacted the number of tourists and guests in our rooms and properties. Efforts to eliminate single-use plastic products continued, however

progress made against our goals are not reflective of business as usual. As personal protection became paramount, new single-use items such as gloves and masks rose to prominence as items that we could help to reduce. We sought to provide access to alternative products, made reusable masks available for sale to team members and ordered bamboo hygiene wipes as a biodegradable alternative to wet wipes.



## REDUCING PLASTIC USE

Our internal assessments verified what many in our industry presumed to be some of our most significant items of plastic waste. Our top 10 single-use plastic products and packaging items are:

1. Shampoo, body wash, conditioner, lotion bottles
2. Retail bags
3. Hot cups and lids
4. Branded water bottles
5. To-go containers
6. Cutlery
7. Drinking cups
8. Other drink bottles
9. Toothbrushes
10. Slipper packaging

As our visitors and guests return, we hope they will join us in our journey to make tourism more sustainable.





## SUSTAINABLE FOOD

From restaurant design and kitchen efficiency to food procurement, menu development and diet education, our food and beverage operations deploy a holistic approach to food, spanning environmentally responsible operations, green meetings and events.

We have strengthened our commitment to sourcing food responsibly through becoming a member of the Hong Kong Sustainable Seafood Coalition. By joining this industry-led Coalition we commit to better understanding our seafood supply chains through a due diligence process informed by international standards. Through our actions we aim to help advance the local sustainable seafood market.



**香港環保海鮮聯盟**  
HK SUSTAINABLE SEAFOOD COALITION

Our initial actions have involved reviewing our sourcing practices for the top 20 seafood items we procure. We also acted to increase the number of new sustainable seafood products we source resulting in 34% of our total seafood spend in 2020 being on sustainable seafood.

The approach described is also being applied to the vegetables we source. Going forward we will review the next 20 seafood products by spend and grow the number sustainable and organic green produce we purchase.

## TRANSPORTATION

We strive to reduce the environmental impact of the transportation we use. Our premium high-speed ferry services connecting Hong Kong with our properties in Macao, provided by Cotai Water Jet, are our main transportation impact. Our Cotai Water Jet offers premium high-speed ferry services connecting Hong Kong and Macao. Once in Macao, guests may take advantage of our complimentary shuttle bus from the ferry terminal, as well as the airport and at the border to our properties.

Since 2016, we have added vehicles that run on compressed natural gas (CNG), a cleaner fuel source with less harmful pollutants, to our fleet in Macao to minimize air pollution, setting a target for all of The Parisian Macao's buses to run on CNG, and all our guest shuttle buses to run on CNG or electricity by 2021. In 2020 alone, we purchased 25 new CNG buses and five electric buses while eliminating all Euro IV vehicles.

While residents in Macao and limited travelers from mainland China could still experience our free transportation provided on land in 2020, travel bans introduced by the Macao and Hong Kong governments resulted in the suspension of the cross-boundary ferry service early in 2020. This had a significant effect on our emissions from transportation this year. When borders open again, we aim to continue the carbon emissions reductions during normal operations that we achieved in 2019.

# SOCIAL

Operating in Macao for nearly two decades, we have helped shape the landscape, workforce and wider economy. Our integrated resorts contribute significant economic and social benefits while also creating best-in-class experiences for our guests, team members, partners and the communities we serve.







## OUR AREAS OF FOCUS

► Sands China was the first integrated resort to donate 500,000 medical masks to the Macao government



We are committed to being a responsible corporate citizen, demonstrated through our efforts in making Macao a better place to live and work. We shape the local landscape with pioneering, iconic properties serving both the business and leisure tourism markets. We are not just world-class developers, we are developers of positive impact. We aspire to be a valuable collaborator with the team members we employ, the guests we serve, the businesses we work with and the communities where we operate.

### PEOPLE

Our team members are at the heart of the exceptional service we provide to our guests and the responsible work we do in the community. We are dedicated to supporting our team members with an outstanding working environment based on a strong code of conduct and ethics that guides our people at every level of the Company.

### COMMUNITIES

To us, Macao is more than just the location of our business and properties, it is our home and the home of our team members. Sands China is committed to making Macao a better place to live.

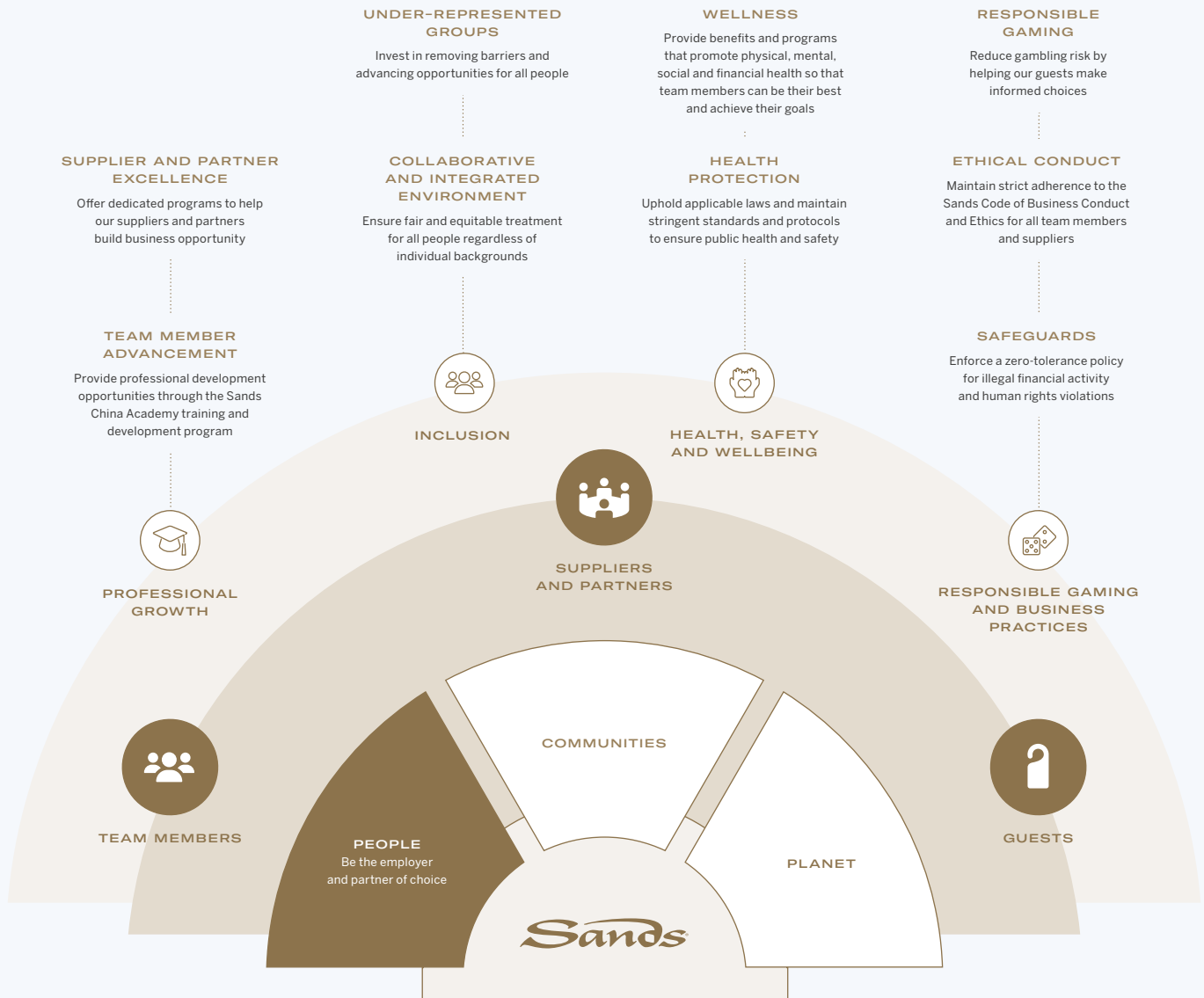
◀ Sands Cares Ambassador (SCA) program now boasts more than 3,300 members

# PEOPLE

## IMPORTANT ISSUES

We believe that the corporate culture and rewarding working environment we have built over the years has helped define our position as a leader in the hospitality industry. What begins in our heart of house carries through our business to how we interact with guests and work with our partners. We aim to inspire team members to deliver memorable experiences and promote positive impact in our communities.

A variety of programs help team members to enjoy a safe and inclusive work environment, explore opportunities for professional growth and perform to the best of their abilities. To drive excellence in leading our people, we address the primary needs and opportunities that enable our team members to thrive. We are focused on:



# EMPLOYER AND PARTNER OF CHOICE

The people that touch Sands China are the inspiration behind our Company's success. Our purpose of driving valuable tourism in the regions we serve is built on the foundation of providing meaningful opportunities and excellence in collaboration with the people who work for us, the partners who support us and the guests who patronize our properties. We prioritize our people initiatives to support the groups who make Sands China the world leader we have become.

## TEAM MEMBERS

Our team members are the heart of our Company. That's why we're dedicated to delivering an outstanding work environment, opportunity for success and advancement, and a culture built on the values of fairness, honesty, collaboration and inclusiveness.

## SUPPLIERS AND PARTNERS

Our suppliers and partners are the arms of our Company. We know that the excellence we deliver comes through the support of many partnerships, especially those of local businesses in our host regions. We work closely with our suppliers and partners to create mutual opportunity and relationships built on service and integrity.

## GUESTS

Our guests are the lifeblood of our Company. We earn their trust and loyalty through innovative offerings, amazing experiences, service excellence and the performance expected of a world travel and tourism leader in the areas of citizenship and sustainability.

## PROFESSIONAL GROWTH

Empowering our team members and suppliers to reach their highest potential is a value held at the highest levels of the Company and a commitment we make to Macao. We believe that investing in our people through training and education is important both for their development as well as to the execution of our strategy, and the long-term sustainability of our business – regardless of current operation conditions.

Our Sands China Academy training and development platform provides courses, learning tools, coaching opportunities, and one-on-one consulting to fulfil team members potential. Key components of Sands China Academy for team members include horizontal and vertical talent management offerings to help team members to take advantage of opportunities within the Company, develop new skills and expand into different fields.

While many face-to-face training sessions were initially cancelled in February to April, by late April our Human Resources Department was able to build a robust roster of training programs. In many cases, this training has taken a digital turn, redesigning sessions that traditionally would have been delivered in a classroom setting to those that can be accessed from a mobile device or computer.

In 2020, Sands China team members received approximately 52 hours of training on average, significantly higher than the international standard of 34 hours introduced by the Association for Talent Development (ATD). We delivered more than 100 live web-based sessions, amounting to over 3,700 training hours and reaching over 2,100 participants. We also offered train-the-trainer courses on how to design and deliver effective live webcast training, to ensure that all team members continue to receive engaging and informative sessions. Webcasts and other eLearning programs, including the Level Up Series, have been promoted in our heart of house and viewed by thousands of team members daily.

Three key areas of focus during the year were diversity, quality and dynamic workplace:

- **Diversity** - We provided over 20 horizontal and vertical management talent development programs to support our Company's range of integrated resort operations and contribute to Macao's pool of diversified talents. Our "SCL Manager Development Program for Integrated Resorts" designed for the middle management team, allows them to transfer horizontally to enhance their management skills for multiple operations as integrated resorts managers.
- **High-quality** - We strive for quality in talent cultivation through screening and shortlisting potential candidates against strict criteria. Our accumulated pool of 410 well-qualified trainers deliver high quality programs to ensure all participants are up to standard upon completion. The certified trainers are regularly assessed to ensure their skills and abilities are of high-quality.
- **Dynamic** - We keeps abreast of market changes and trends in order to adjust and optimize our programs to strengthen team members' professional development. The "Sands China Integrated Resort Business Analyst Development Program" develops local high potentials as professional analysts; the training courses are designed and adjusted according to market trends and business needs.

# HEALTH, SAFETY AND WELLBEING

## HEALTH PROTECTION

Maintaining a safe and healthy working environment is a win-win. We see positive trends between safe working environments and team member productivity and work quality, at the same time we find that by reducing safety risks and hazards, we minimize associated costs and disruptions to service.

We adhere to the Occupational Safety Guidelines issued by the Labour Affairs Bureau and enhance our commitment to health and safety by establishing our own internal management systems aimed at reducing injuries and disease via hazard elimination and risk minimization. We continually work towards reducing the number of work-related injuries, while targeting zero in-house COVID-19 transmission cases.

## WELLBEING

As Macao's largest private sector employer, we continuously strive to be the employer of choice. During more normal times our mission is to ensure that our team members are set up for success. However, 2020 was a difficult year for many and through the past several months, it has been our aim to ensure team members received the support they needed. We developed programs to enable team members to take care of their physical and mental wellbeing, as well as special leave programs to support team members should they require additional time to care for loved ones or to protect those most vulnerable.

Throughout the ongoing pandemic, we have maintained active communication lines with team members to support their mental health - especially for those required to self-isolate. For example, in June, we held stress management talks, and organized movie screenings. Our 24-hour counseling services available through our Employee Assistance Program (EAP) has been provided to our team members for many years.

During the most critical times, some of our team members preferred to stay home to take care of family members, and to protect themselves and others. In support, we introduced several special leave programs that encouraged team members to stay safe with those they care for:

- Special Leave Assistance – Applying 4 days of leave to get 7 consecutive days off
- Advance Annual Leave – Enjoy in advance, up to 16 days of annual leave
- Voluntary Leave Reward Program – Applying for one day without pay and get additional day off with pay
- Short Working Week – Work one day less per week for 6 months

Our approach to employee assistance extends beyond the immediate demands of the pandemic. We plan ahead for aging team members and are the first enterprise in Macao to provide a new retirement benefit for them to prepare for their next phase of life. The Golden Age Program allows aging team members to reduce work hours for a transition period before full retirement. When the program is completed, team members will enjoy a financial subsidy and lifetime benefits to show our gratitude to team members' contribution to the Company. We are proud that 70% of team members aged 65 voluntarily joined the program in 2020.

## GUEST HEALTH AND SAFETY

The safety of our guests is paramount for ensuring a pleasant visitor experience. Our health and safety departments make sure that all facilities are maintained to a high professional standard, and that team members are well equipped with essential training to react in emergencies.

In 2020, The Venetian Macao again received ISO 22000:2018 certification for food safety management system, the only integrated resort or hotel in Macao to have done so. The certification places a stronger emphasis on the responsibility of leadership from top management – such as in ensuring the consultation and participation of team members in the development, planning, implementation and continual improvement of the system, compared to previous versions of the standard. It is the sixth ISO certification that Sands China has received.



# SUPPORTING LOCAL SUPPLIERS

## SANDS CHINA F.I.T. PROGRAM

The Sands China F.I.T. Program is integral to our business strategy and the positive impact we deliver in Macao. Through the Sands China F.I.T. Program, we provide SMEs with financial support, invitation matching to connect supplier products and services with various areas of our business, and training and development opportunities to advance their business skills.

F.I.T. is comprised of three pillars:

### FINANCIAL SUPPORT:

We have developed the Sands China Young Entrepreneur Advance Payment Program to help local young entrepreneurs who have limited financial capacity to run their business by providing them with a 30 per cent advance payment on purchase orders. Sands China also worked closely with local banks to recently launch the special financial support program mainly for Sands China's SME Suppliers.

### INVITATIONAL MATCHING:

Sands China is hosting targeted trade shows, inviting local SMEs to go beyond simply meeting potential Sands China buyers. These invitational matching sessions take the process a step further by providing a platform for local SMEs to present and demonstrate their products and services to potential users and buyers at Sands China properties, with the Company's full support. The goal is to enhance communication between vendors and users, and to improve the procurement success rate.

### TRAINING AND DEVELOPMENT:

The Sands China Procurement Academy, inaugurated in June 2017, aims to develop local SME suppliers by sharing business knowledge and skills, helping them gain experience and capacity for working with large-scale international customers like Sands China. Graduating suppliers will be given preferential procurement under otherwise equal circumstances. Since 2017, SCL has hosted two sessions per year with 20-25 local suppliers who participate in modules focused on topics like quality management, warehouse management or our Supplier Code of Conduct.

### PROMOTING QUALITY

Sands China is launching a new collaboration program with M-Mark, the local certification program that seeks to encourage companies in Macao to produce high-quality products, enhance consumer confidence and expand the products to overseas markets. Our activities include introductory sessions and M-Mark product roadshows at the back-of-house team member areas at Sands China properties.

Sands China is proactively inviting suppliers with M-Mark certification to get on Sands China's supplier list, giving priority to procurement of M-Mark products and offering favorable payment terms to suppliers with M-Mark. In addition, the program encourages local suppliers to obtain M-Mark certification to support the sustainable development of the local manufacturing industry.



## SUPPORTING LOCAL BUSINESSES

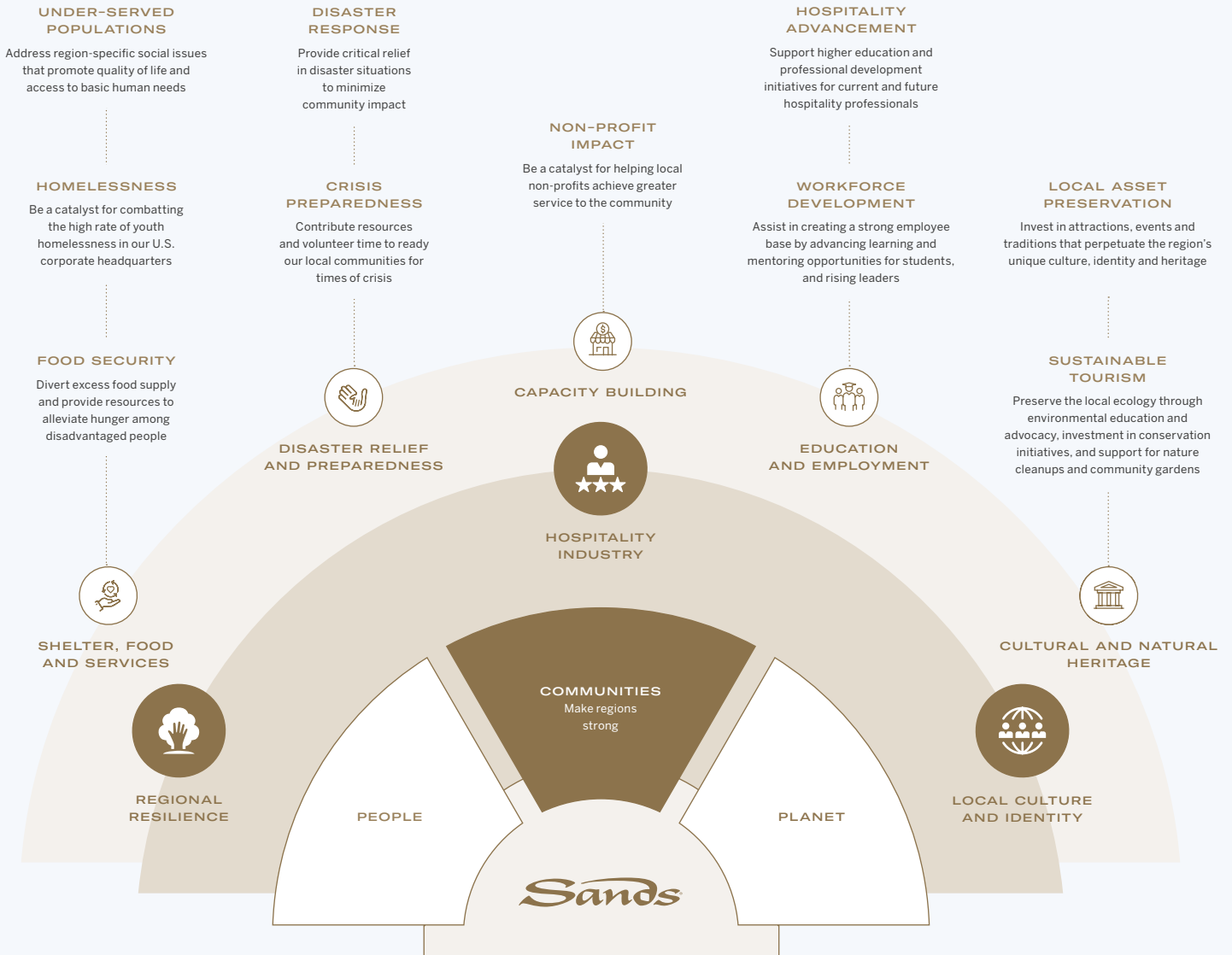
Co-organised with the Macao Chamber of Commerce and the Macao Productivity and Technology Transfer Center (CPTTM) the Sands China Procurement Academy focuses on delivering practical knowledge to participating SMEs in what is a first-of-its-kind industry training. Since the founding of the Academy in 2017, nearly 250 suppliers have enrolled in the program and 226 have graduated.

We also acknowledge the cooperation and services of some of our most noteworthy suppliers each year through the Sands Supplier Excellence Awards.

# COMMUNITIES

## IMPORTANT ISSUES

We are a major economic contributor to Macao, creating jobs, providing tax revenues, and attracting both local and international tourists that come for both business and pleasure. In holding this role, we strive to improve quality of life, and improve resilience of our community to respond to challenges in the following focus areas:



# SANDS CARES

Our global community engagement and charitable giving program, Sands Cares, integrates our community support to address our most pressing issues through financial donations, in-kind giving and volunteerism.

## SHELTER, FOOD AND SERVICES

In early February, Sands China was the first integrated resort to donate 500,000 medical masks to the Macao government as a vital measure to diminish the spread of the novel coronavirus. We donated a range of anti-pandemic items including facemasks, alcohol-based hand sanitizer gel, disinfectant liquid, and medical gloves to local community organizations as part of the our COVID-19 relief efforts, helping them to carry out their virus prevention work and benefitting a total of 110,000 people locally.

## RESILIENCY AND DISASTER RELIEF

A Disaster Relief Committee consisting of the Company's senior management leads and reviews emergency initiatives to expedite the approval and execution of such projects.

## EDUCATION AND EMPLOYMENT

Due to low business volume as a result of the pandemic, the number of new hires in 2020 has dramatically decreased. In response, we organized and actively participated in recruitment events which help to promote our employer branding and match students and graduates to jobs and career paths. These included events such as the Job Hunting Workshop for 2020 University graduates, the Labour Affairs Bureau (DSAL) internship program, summer and winter career expos, and site tours and job experience programs for minority groups such as the Macau Deaf Association, Bosco Youth Service Network, Disable Internship Program, Adviser to Last Year Project with Macao Polytechnic Institute (MPI) E-commerce Year 4 students.

## ASSISTING PEOPLE WITH SPECIAL NEEDS

Since 2014, SCL has been supporting the Macao Special Olympics Healthy Athletes Program by providing medical examinations, screening service to identify health issues, and follow-up treatments for children and young adults with intellectual disabilities. Prior to COVID-19, our Sands Cares Ambassadors assisted medical staff to conduct examinations for service users several times per year.

## OPENING OPPORTUNITIES FOR SMES

To support the community, the Company has invested effort in donating money and anti-pandemic supplies, providing manpower support, maintaining our resort's frontline service and offering assistance to local SMEs. By allocating manpower and available resources strategically, the Company has organized a three-day Sands Shopping Carnival, offering free business platform for local SMEs and Sands retailers amid the pandemic period, while creating a new weekend destination for local residents and tourists, in support of the Macao government's Consume for the Economy initiative.

## PRESERVING REGIONAL AND CULTURAL HERITAGE

We host exhibitions and classes to help promote original cultural expressions and to inspire local artists in their creative endeavours. The impact of the pandemic has disrupted this work, but we aim to revive these practices when more normal service can resume.

## APPLYING OUR PEOPLES' SPECIALIZED SKILLS AND TALENTS

Throughout the year we drew on our team members' abilities to better develop our volunteer programs and engage families locally. Our new volunteer working committee engaged volunteers with special talents to contribute to the better coordination of community events through photography, video production, prop design and facilities engineering.

Volunteers also attended 40 hours of haircut training to provide a service for the eldering, while our chefs welcomed underprivileged families to our resorts where they learnt how to make pizza.



# GOVERNANCE

Corporate responsibility is deeply rooted in our culture and values. It represents our commitment to the planet, local communities and the people that visit, support or work at our resorts. We understand that to be a responsible operator, we must develop specific initiatives in areas most relevant to the nature of our business. Holding high standards of transparency and accountability, guided by a strong corporate governance system, ensures our guests not only have positive, engaging and productive experiences but they are safe and secure while visiting our resorts.

► The Residence at The Londoner Macao

▼ The Londoner Macao Hotel







# OUR AREAS OF FOCUS

As a responsible corporate citizen, Sands China has established a framework of processes and programs, from corporate governance protocols to ethics and environmental performance policies, to ensure our Company remains a leader in responsible business practices.

## CORPORATE GOVERNANCE

Holding high standards of transparency and accountability guided by a strong corporate governance system ensures business success and growth and results in purposeful decision-making. Corporate governance is the collective responsibility of the Board. The Directors of the Company firmly believe a good governance structure is key to creating proper management of the Company in the interests of all stakeholders and in driving shareholder value.

## ESG GOVERNANCE

Sustainability governance ultimately lies with the LVS executive team at the global level. Our corporate responsibility strategy is led by LVS' Chief Procurement and Sustainability Officer and Senior Vice President of Corporate Communications. The Senior Vice President of Global Sustainability of LVS oversees the execution of Group's environmental and social commitments. Day-to-day management and implementation of Sands ECO360 and Sands Cares are the responsibilities of local teams and supervised by Sands China's Executive Committee.

## ETHICAL CONDUCT

In accordance with our Code of Business Conduct and Ethics, we respect the rights of all individuals, we do business legally and ethically, we protect our Company and our investors, and we enhance our communities. We also seek to promote responsible gaming, prevent financial crimes and establish counter-human trafficking methods and awareness through Project Protect.

## CYBERSECURITY AND DATA PRIVACY

We use a range of administrative, technical and physical systems to protect guest and team member data from accidental, unlawful or unauthorized access, disclosure or use, in compliance with local, national and international data protection regulations.

## RESPONSIBLE SOURCING

Sustainable procurement is an integral part of the Sands ECO360 Global Sustainability program. Taking the impacts of the products and materials used in our resorts into account, we strive to source products that do not negatively affect human health or the environment, and that benefit communities.

## GUEST EXPERIENCE AND SATISFACTION

Our ultimate purpose is guest satisfaction, delivering pleasurable experiences for all patrons and guests to our properties. Our guest satisfaction scores and customer comments are reviewed daily, allowing us to take immediate action so that guests leave happy, excited to return again soon.

# CORPORATE GOVERNANCE AND RISK MANAGEMENT

Holding high standards of transparency and accountability guided by a strong corporate governance system underpins business success, maintains the confidence of our stakeholders and results in purposeful decision-making.

## BOARD OF DIRECTORS

The Sands China Board of Directors is composed of eight Directors, four of whom are Independent Non-Executive Directors. Our current Directors bring a variety of experiences and core competencies we believe are important to overseeing the strategic execution and risk management of our Company's operations. Our Board has five committees: the Audit Committee, the Remuneration Committee, the Nomination Committee, the Sands China Capital Expenditure Committee and the newly formed ESG Committee, which was established in 2021.

Each of the committees operates under a written terms of reference approved by the Board and the chairman of each committee reports back to the Board following each meeting, to ensure the Board is fully briefed on all activities and retains responsibility for approving any actions where a committee role is advisory.

## BOARD COMPOSITION

In addition to the specific professional experience of our Directors, we select our Directors because they are highly accomplished in their respective fields, insightful and inquisitive. We believe each of our Directors possesses sound business judgment and is highly ethical. We consider a wide range of factors in determining the composition of our Board, including professional experience, skills, education, training and background.

The Board has an Audit Committee composed entirely of Independent Non-Executive Directors, a Remuneration Committee, Nomination Committee, and ESG Committee composed of a majority of Independent Non-Executive Directors.

## RISK OVERSIGHT

The Board of Directors, directly and through the Audit Committee, is actively involved in the oversight of the Company's risk management and internal control systems. The Audit Committee is charged with overseeing enterprise risk management generally, and with reviewing and discussing with management the Company's major operational, strategic and financial risk exposures and the steps management has taken to monitor, control and manage these exposures. These include the Company's risk assessment and risk management guidelines and policies.

## ESG GOVERNANCE

The governance of our material ESG topics is controlled at the Group level, managed and monitored through our sustainability strategy and implemented by Sands China in Macao.

### ENVIRONMENTAL

Environmental sustainability governance ultimately lays with the LVS executive team at the global level, guided by the Sands ECO360 strategy.

Leadership and responsibility of this strategy sits with the Chairman of the Board and Chief Executive Officer of LVS. Implementation is in the hands of the Chief Procurement and Sustainability Officer of LVS, and our local sustainability team.

### SOCIAL

Governance of social matters including our world-class community engagement and charitable giving program, Sands Cares, is under the purview of LVS' President and Chief Operating Officer who also serve on the board of LVS. Day-to-day execution of these programs is led by the Senior Vice President of Global Communications and Corporate Affairs of LVS.

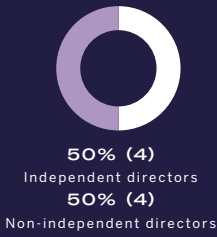
### GOVERNANCE

Under the broad umbrella of checks and balances, corporate governance issues including policies and procedures are the ultimate responsibility of the compliance and legal departments, with strong support from the Board.

# RISK MANAGEMENT

Risk management is handled at the Group level. Through a comprehensive system of reporting, controls and mitigation procedures, the Board of LVS, directly and through its committees, oversees the Company’s detailed risk management functions. LVS Board’s committee members meet regularly with executive leaders responsible for risk management in the areas of enterprise, finance, information security, compensation and compliance, to engage in ongoing dialog, review risk audit findings, establish control systems, evaluate progress reviews and assess emerging trends and developments to form company action. LVS Board committees oversee risk management policies, procedures and activity in the following areas:

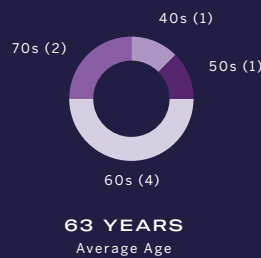
## DIRECTOR INDEPENDENCE



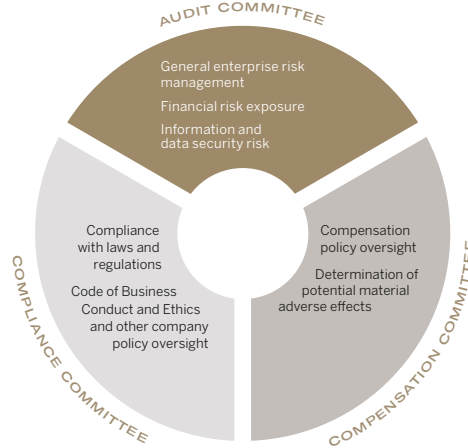
## DIRECTOR TENURE



## AGE DISTRIBUTION



**AUDIT COMMITTEE**  
is composed entirely of independent directors



Material risks are outlined in our Annual Report, which can be found on our website at [www.sandschina.com](http://www.sandschina.com). In addition, information on data and cyber security breaches, corruption and bribery cases, incidences of non-compliance with environmental laws, effective tax rates, and political contributions and spending may be referenced in the Appendix of this ESG report.

## ESG RISKS

While major material risks are integrated into the Company’s Enterprise Risk Management assessment, LVS also undertakes an environmental risk assessment that covers Sands China and aligns with best practices from the COSO Enterprise Risk Management and Taskforce on Climate-related Financial Disclosure (TCFD) frameworks.

The Sands ECO360 team conducts this risk assessment at a maximum of every three years and often more frequently, depending on emerging developments or changes in our business. Results from the environmental

risk assessment are then integrated into the Company’s materiality assessment to inform direction for Sands ECO360 global sustainability strategy and goal-setting.

The environmental risk assessment process evaluates transition risks, such as policy and legal changes, new technologies, updated market requirements, emerging reputational considerations, and limited upstream and downstream risks for each asset. Acute and chronic physical risks such as extreme weather events and long-term draught are also assessed. Risk data is assessed on five-point scales for likelihood and impact. All risks over a designated threshold are integrated into the Company’s enterprise risk management process. Other identified risks under the threshold are managed and monitored by the Sands ECO360 team.

In 2018-2020, We identified environmental risks in the following areas:

- Potential increase in utility costs or pricing volatility
- Increased severity of extreme weather events and humidity
- Rising temperatures leading to increased need for air conditioning

Additionally, we determined that inadequate social or environmental practices could have a negative impact on Company’s reputation, which we address with our commitment to and investment in our Corporate Responsibility platform. Beyond formal risk assessment, LVS also conducts ongoing environmental risk monitoring to maintain a pulse on developments that may impact our Company.

# ETHICAL CONDUCT

## HUMAN RIGHTS

Human rights are fundamental rights and freedoms that all are entitled to, as outlined in the Universal Declaration of Human Rights (“UDHR”). Specific to human rights and business, and rights at work, our approach references UDHR and the International Labour Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work, including prohibiting child labor and forced labor. At the global level, Las Vegas Sands is committed to upholding the highest ethical standards and meeting or exceeding all applicable laws and regulations wherever we operate. In cases where local laws are in conflict with international human rights standards, we comply with applicable laws while seeking ways to meet the underlying international human rights principles.

 See our [Human Rights Statement](#) for more information.

## TRANSPARENCY AND ANTI-CORRUPTION

Our Code of Business Conduct and Ethics and Anti-Corruption Policy mandate that neither we nor anyone acting on our behalf will ever pay, offer to pay, receive, or solicit any bribe, kickback or other payment, whether cash or anything of value, in order to do business, gain a business advantage, or secure a license or permit.

See our [Code of Business Conduct and Ethics](#), and our [Anti-Corruption Policy](#) for more details.

## RESPONSIBLE GAMING AND BUSINESS PRACTICES

### PROJECT PROTECT

We aim to protect, lead positive change and provide lasting solutions for the communities where we operate. It is our aim to exceed government regulations and lead our industry in critical social issues. Through Project Protect, we have established an industry-leading community safeguard program to promote responsible gaming, prevent financial crimes and establish counter-human trafficking methods and awareness.

- **Training:** Team members across all regions have now undergone comprehensive training on recognizing and responding to the signs of potential problem gambling issues, procedures for preventing financial crimes and appropriate responses if they suspect human trafficking at our properties.
- **Counter-Human Trafficking Policies:** We have continued our legislative advocacy efforts as well as improvements to our internal practices to combat forced labor and sexual exploitation that will enhance our industry-leading best practices. In 2020, our counter-human trafficking policies were updated and shared with team members, and we continued to raise awareness of the issue.
- **Responsible Gaming:** We are firmly committed to encouraging responsible gaming practices and providing resources for people experiencing a gambling-related problem. We support standard industry protocols such as prominent posting of a problem gambling helpline throughout our properties and careful restriction of gaming-related marketing and advertising materials to age-appropriate venues.

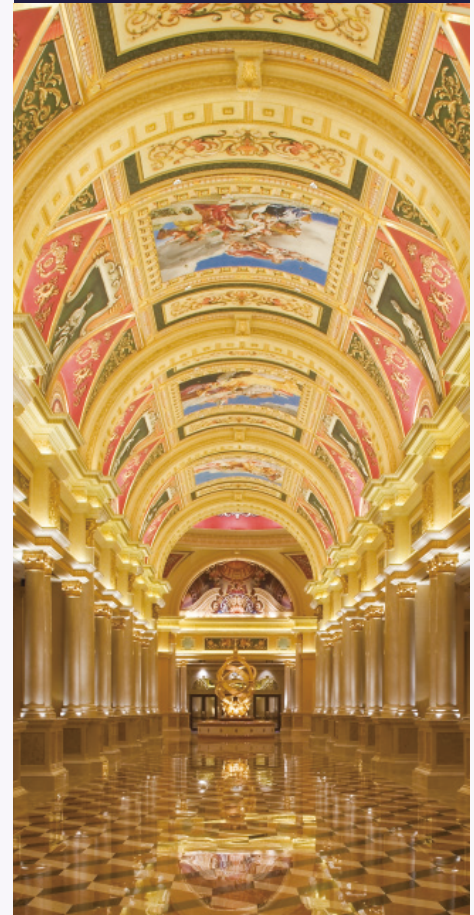


**23,306**  
Team members undergoing anti-corruption training

**100%**  
Share of targeted team members undergoing anti-corruption training

**3,678**  
Responsible gaming training hours

**63**  
Responsible Gaming Ambassadors




**GUIDING PRINCIPLES**

-  We respect individuals
-  We protect our Company and our stakeholders
-  We do business ethically and legally
-  We enhance our communities



## CYBERSECURITY AND DATA PRIVACY

To serve our guests better, personal information is collected at various touchpoints, allowing us to deliver an exceptional guest experience. Beyond guests and visitors, we house personal data from a range of stakeholders, including team members and our suppliers. Consistent with Macao's laws and standards specific to data protection and computer crimes, we take steps to protect all personal information by maintaining administrative, technical, and physical safeguards designed to protect the personal information against accidental, unlawful, or unauthorized destruction, loss, alteration, access, disclosure, or use.

During 2020, we received no complaints concerning breaches or customer privacy and have not identified any digital attack incidents resulting in leaks, thefts, or losses of customer data.

## GUEST EXPERIENCE AND SATISFACTION

Our Operations Excellence team is responsible for managing guest satisfaction systems and for communicating the results to our Management and Hotel Operations teams. Guest satisfaction key performance metrics targets are set for enhancing the overall guest satisfaction. These targets are communicated to the teams and monitored daily.

We follow the Hilton Brand Standards for our Conrad hotel at The Londoner Macao (formerly Sands Cotai Central), utilizing the survey system implemented by the brand.

We have implemented our own guest satisfaction survey measurement system (QTX) for our own brand properties, The Venetian Macao, The Parisian Macao, and Sands Macao. Other hotel brands within our resorts conduct their own proprietary customer satisfaction surveys. Scores are shared during morning briefings, and reviews of service gaps and trends are communicated during monthly Reputation Management committees meetings. Reinforcement training for our teams on service recovery and empowerment is also a key priority.

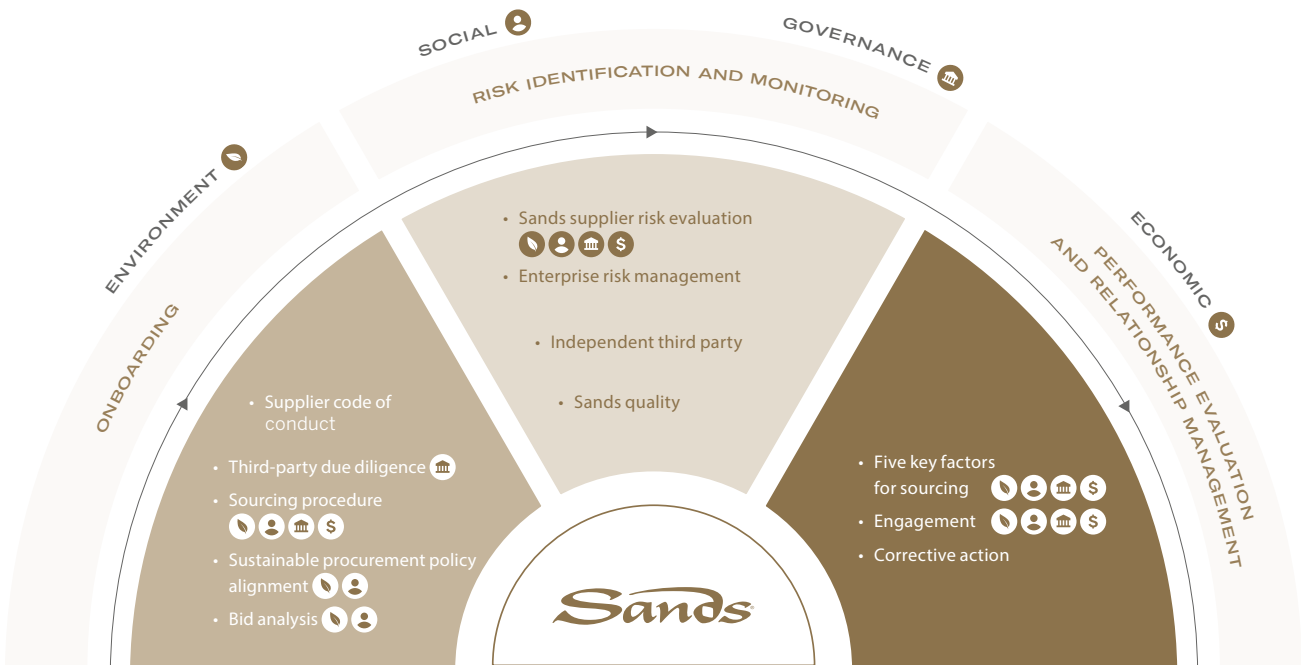
While guest experience scores looked promising at the beginning of 2020 when compared to the ambitious targets we had set for the year, the significant reduction in visitors has led to a small sample size upon which to gauge guest satisfaction, and in some instances our surveys were postponed for the time being. We look forward welcoming guests and their feedback when more normal service resumes.

# OUR SUPPLY CHAIN MANAGEMENT APPROACH



We recognize that our corporate responsibility commitment would be incomplete without responsible supply chain management, as an extension of our dedicated efforts to address issues impacting the environment and local communities.

Sands China's Procurement and Supply Chain (P&SC) covers a broad spectrum of goods and services needed for daily operations. In 2020 alone, our P&SC included more than 2,200 suppliers. This year, approximately US\$1.4 billion of our total spend was on goods and services from local suppliers, representing 89% of all procurement.



## ONBOARDING

Before a supplier is cleared to do business with Sands China, we conduct a stringent assessment for suitability via our third-party due diligence (TPDD) process, which categorizes businesses by risk level. All suppliers are reviewed against real-time due diligence monitoring systems and databases, which assess various risks ranging from bribery and money laundering to human trafficking. High-risk suppliers are subjected to a broader range of due diligence processes and procedures, such as more frequent TPDD rechecks and background investigations as necessary.

Supplier contractual agreements are linked to the [LVS Supplier Code of Conduct](#), which is aligned with international best practices to protect human rights, labor rights, worker health and safety, environmental compliance and responsibility, and overall ethics and compliance. We also encourage our suppliers to promote the Supplier Code of Conduct or their own similar code of conduct with their vendors.



Suppliers determined to be of risk based on these evaluations must follow an identified protocol to establish corrective action, and we diligently manage these relationships. For suppliers beginning a new engagement with Sands China, our assessments are on a pass or fail basis, regardless of the method of assessment: third-party due diligence, qualification review or onsite factory evaluation. Suppliers who are unable to meet our criteria do not proceed in a business relationship with Sands China.

For existing suppliers, we initiate a corrective action process. Once a corrective need has been identified by Sands China or an independent third-party auditor, we share audit findings and require an action plan to address the issue. We review corrective action plans to ensure they appropriately address audit findings and evaluate implementation of the corrective action plan through documentation or a re-audit of the supplier. In rare cases when the supplier is not cooperative to a meaningful corrective action plan or its implementation, we exit the supplier engagement.

## RISK IDENTIFICATION AND MONITORING

To ensure suppliers meet our standards, our supplier management team visits selected suppliers to review their performance and detect signs of violations. If minor violations are found, we work with suppliers to address and remediate them. For suppliers who operate in regions and product categories that are more prone to Supplier Code of Conduct violations, we enlist recognized third-party audit firms to conduct onsite audits.

In addition, Sands China annually performs a risk assessment for all suppliers that conducted business with us in the previous year. We also plan to engage risk experts to ensure we capture emerging risks into our evaluation framework and thoroughly assess risk in the areas of compliance (overall compliance risk as well as category-specific risk), business disruption (business reliance and financial risk) and social and environmental risk (health, safety, fair pay, labor and/or slave labor risk). Using our supplier data we complete the risk assessment, categorizing each supplier into low, medium and critical risk levels.

From this assessment, we determine a course of action based on where suppliers fall in the risk assessment, with ongoing monitoring for suppliers deemed to be of medium risk and further evaluation of critical risk suppliers in the form of self-assessment surveys, site visits and audits performed by Sands China personnel or third-party auditors.

## PERFORMANCE EVALUATION AND RELATIONSHIP MANAGEMENT

To monitor performance, Sands China conducts three types of ongoing supplier audits. First, our compliance organization completes third-party due diligence evaluations, which are conducted annually for high-risk suppliers and every four years for medium risk suppliers. Second, Sands China's quality control team conducts audits of qualifications; on-site facilities, factories and project sites; data security; and other relevant areas for selected categories, such as construction, furniture and lighting, gaming, food supply and technology. Finally, we engage independent third-party audit firms to conduct onsite audits for suppliers in selected regions and for selected categories based on criteria including:

- Type of product or service provided
- Region in which suppliers are based
- Current and projected Company spend with the supplier
- Feedback from our procurement and supplier quality teams

## ENVIRONMENT, SOCIAL, GOVERNANCE INTEGRATION

Recognizing the importance of our supply chain on the health of our business and the responsible performance of our Company, we fully integrate ESG protocols and standards into our supply chain management approach.

**Governance:** Our compliance assessments and capability evaluations form the basis of how we engage with suppliers on ESG issues. In addition, our responsible sourcing process is governed by corporate policies and procedures, including our Workplace Safety and Health Guidelines, Sustainable Procurement Policy, Sustainable Development Standards, Supplier Code of Conduct, Anti-Human Trafficking Policy and other company policies.

**Social:** We employ region-specific strategies to make sourcing decisions in line with company goals for conducting business with local suppliers, small and medium enterprises, and diverse businesses.

Furthermore, our comprehensive Supplier Code of Conduct establishes our standards for human rights and labor issues, and strict policies and procedures, such as our [Anti-Human Trafficking Policy](#), govern the sourcing process.

**Environment:** We focus on sustainable procurement in key product categories and set internal targets to purchase sustainable products such as seafood, vegetables, coffee, tea, lighting, paints, adhesives and other categories that meet our business needs.

We also leverage our Sustainable Procurement Policy to source products and services that minimize environmental impact, as well as our Sustainable Development Standards to guide the design and building of our resorts in a responsible and sustainable manner.

See our [Code of Business Conduct and Ethics](#), [Anti-Corruption Policy](#), [Supplier Code of Conduct](#), and [Sustainable Procurement Policy](#) for more details.

## ABOUT SANDS CHINA

Sands China Ltd. (HKEx: 1928) is the leading developer, owner and operator of multi-use integrated resorts and casinos in Macao. Macao is the largest gaming market in the world as measured by casino gaming revenue and is the only location in China offering legalized casino gaming. Venetian Macau Limited, our subsidiary, holds one of six concessions or subconcessions permitted by the Macao government to operate casinos or gaming areas in Macao.

We are a subsidiary of Las Vegas Sands Corp. (NYSE: LVS), the parent company of The Venetian® Resort-Hotel-Casino and The Palazzo® Resort-Hotel-Casino, Sands® Expo and Convention Center in Las Vegas and Marina Bay Sands in Singapore.





SANDS CHINA LTD.  
Stock Code: 1928

2020 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

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# SANDS CHINA ESG

## APPENDIX



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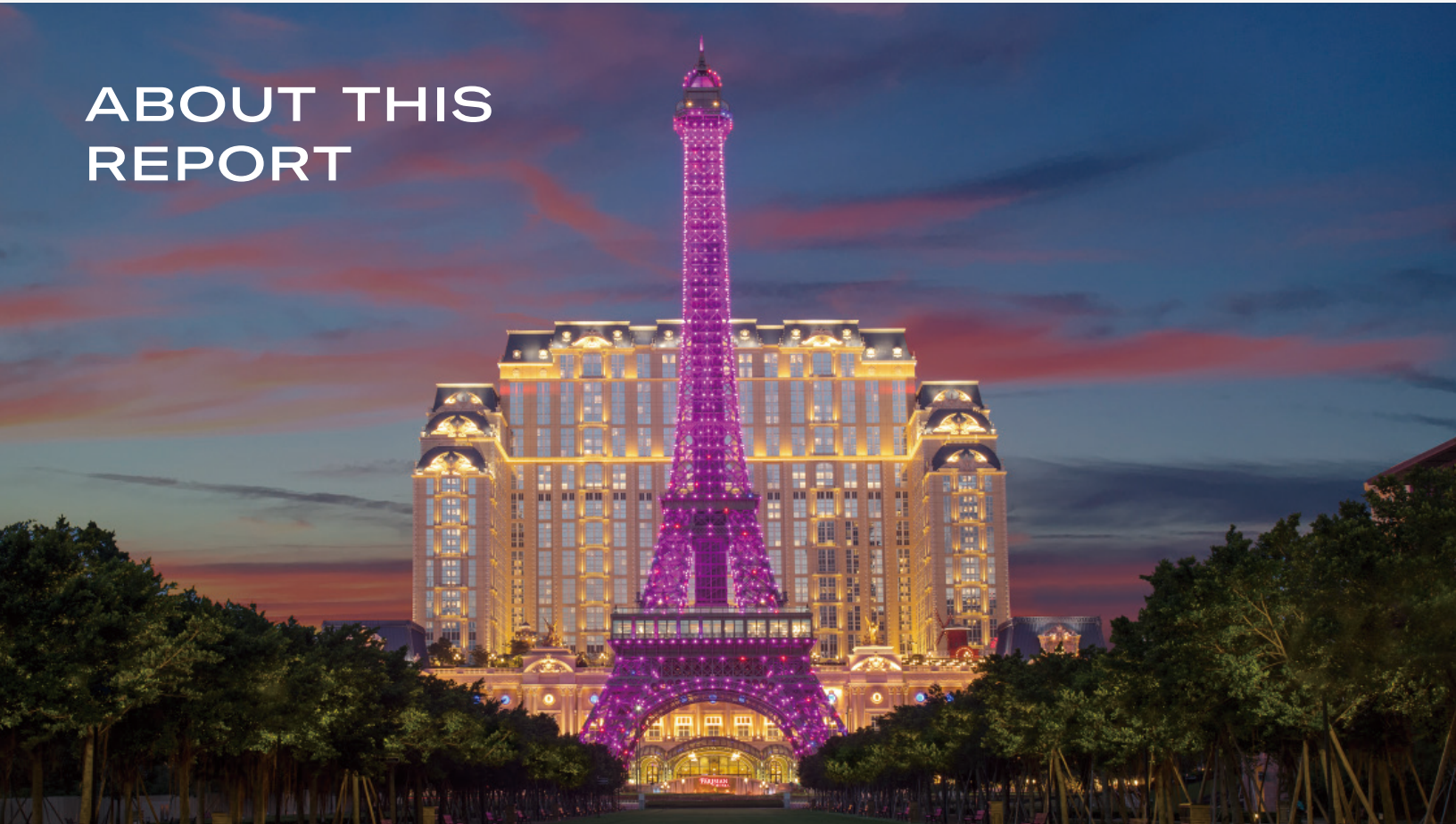
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## ABOUT THIS REPORT



## SCOPE OF REPORT

Our report draws on the performance highlights of the calendar year 2020. It covers our five properties in Macao, namely The Venetian Macao, Sands Macao, The Plaza Macao, The Londoner Macao, and The Parisian Macao, as well as select data from our land and sea transportation services. It does not include off-site support services as they do not represent our core business or data from properties managed by hotel partners.

Report content and topic boundaries are defined by taking into account the most significant economic, environmental and social impacts, as well as the concerns of our stakeholders. We do this by continually monitoring feedback from stakeholders who can be reasonably considered to affect, or be affected by, our business operations. We incorporate the greenhouse gas protocol when determining our boundary for Scope 1, 2 and 3 emissions.



## ESG DATA

The data included in this report and appendix covers the 2020 calendar year, unless otherwise stated.

Data in the report and appendix was collected by Sands China and Las Vegas Sands team members. We believe this information fairly represents our ESG performance and efforts in Macao. We have not sought external assurance of all data in this report. Some of the data provided is estimated, as noted.

GHG emissions, energy, water and waste data has been assured in accordance with ISO 14064-3: 2006 standard by Lloyd's Register Quality Assurance, Inc.

## REPORTING FRAMEWORKS

### GRI

This ESG Report has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards: Core option. This report uses GRI 101: Foundation 2016, GRI 102: General Disclosures 2016, as well as GRI 103: Management Approach 2016, as well as select topic-specific disclosures that align to our identified material topics. For topics not covered by GRI, such as food waste, we have developed our own topic-specific disclosures that help to communicate performance.

### HKEX

As a publicly listed company on The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange" or "HKEX"), we adhere to the Listing Rules, including Appendix 27: Environmental, Social and Governance Reporting Guide. In 2020, we have begun making the required updates following the 2019 public consultation and amendments to the ESG Reporting Guide and related Listing Rules, released in December 2019.



# ENVIRONMENT

Energy, water and waste have been the cornerstones of Sands ECO360, our global sustainability program, since inception. We are committed to reducing our environmental impact on the planet, and have dedicated resources to reducing energy and increasing efficiency, conserving water, and promoting responsible consumption at our properties. In doing so, we hope to promote sustainable development in Macao.

Setting targets and responsible managing the water we use has resulted in year-on-year reductions in absolute water consumption. We achieved a 2.2% reduction in 2019 and coupled with the fall in tourism this year, we saw a 40.0% drop in water consumption for 2020 from a 2015 baseline.

When we refreshed our sustainability strategy and established new environmental targets for 2016–2020, we leveraged strong, recognized methodologies. We assessed international sustainability frameworks and aligned our GHG emissions reduction goals with the Science Based Targets initiative (SBTi). Our approach has led us to reduce electricity consumption for legacy properties from a 2015 baseline by 10.0% in 2019 and 24.0% in 2020. Our new science-based target is a 17.5% decrease in scope 1 and 2 emissions from a 2018 baseline year by 2025.

For extensive renovations and construction our vendor contracts ensure that 100% of furniture and mattresses, removed during

renovation are repurposed and recycled. We also work to divert construction waste from landfill. This year over 4,900 tons of renovation and construction waste were separated, recycled, and prepared for reuse.

More detail about our approach is included in our CDP submission. Additional information can be found in the GRI Index.

## GHG EMISSIONS AND ENERGY

In 2020, our absolute Scope 1 and Scope 2 market-based emissions reduced significantly (27 percent) compared to our 2015 baseline due to the downturn in tourism amid the pandemic. In 2019, the last business as usual year of our five-year reporting cycle, our absolute emissions increased by 3.6%, however our emissions intensity fell by 17.9 percent from the 2015 baseline.

GHG EMISSIONS						
GHG EMISSIONS SUMMARY	2016	2017	2018	2019	2020	Framework
<b>SCOPE 1</b> (MT CO <sub>2</sub> e)	194,720	200,339	207,607	167,414	33,476	GRI 305-1, CDP C6.1, WEF Planet Climate Change (CMD)
<b>SCOPE 2</b> <b>LOCATION-BASED</b> (MT CO <sub>2</sub> e)	576,742	607,573	540,528	576,831	430,270	GRI 305-2, CDP C6.2, C6.3, WEF Planet Climate Change (CMD)
<b>SCOPE 2<sup>1</sup></b> <b>MARKET-BASED</b> (MT CO <sub>2</sub> e)	576,742	607,573	540,528	576,831	406,144	GRI 305-2, CDP C6.2, C6.3, WEF Planet Climate Change (CMD)
<b>SCOPE 3<sup>2</sup></b> (MT CO <sub>2</sub> e)	22,227	24,141	27,417	41,251	42,041	GRI 305-3, CDP C6.5, WEF Planet Climate Change (CMD)
<b>GHG INTENSITY</b> (Scope 1 & Scope 2 (MT CO <sub>2</sub> /1,000 Sq. Ft.))	23.3	24.0	20.5	21.5	14.2	GRI 305-4, CDP C6.10
<b>APPROVED SCIENCE-BASED TARGETS INITIATIVE (SBTI) TARGET</b>	NA	NA	NA	NA	-17.5% (2018 baseline)	CDP C4.1, WEF Planet Climate Change (EMD)

- <sup>1</sup> Per the GHG Protocol, Scope 2 location-based emissions have been used as a proxy for 2015 and 2016, since market-based emission factors were not available.
- <sup>2</sup> This figure represents total Scope 3 emissions from waste generation.
- <sup>3</sup> "Standard" includes plastic, aluminum, cardboard, paper, glass and metal.
- <sup>4</sup> "Organic" includes food waste, food donations, horticultural waste and cooking oil.
- <sup>5</sup> "Other" includes recovered assets, batteries, e-waste, donations, mattresses, light bulbs, soap and shampoo amenities and other categories.



## ENERGY

ENERGY SUMMARY	2016	2017	2018	2019	2020	Framework
<b>ENERGY CONSUMPTION</b> (GJ)	2,647,173	5,179,173	5,177,592	4,782,960	2,386,015	GRI 302-1, SASB SV-CA-130a.1, CDP C8
<b>GRID ELECTRICITY</b> (% OF TOTAL ENERGY)	85.9%	46.7%	44.8%	49.2%	82.1%	SASB SV-CA-130a.1
<b>ENERGY INTENSITY</b> (GJ/CONDITIONED SQ. FT.)	0.28	0.19	0.18	0.17	0.08	GRI 302-3
<b>RENEWABLE ENERGY</b> (% OF INDIRECT ENERGY)	0%	0%	0%	0%	5.6%	SASB SV-CA-130a.1, CDP C8

## ENERGY

AIR QUALITY EMISSIONS	FUEL CONSUMED (GJ)	NO <sub>x</sub> EMISSIONS* (KG)	SO <sub>x</sub> EMISSIONS* (KG)	FRAMEWORK
<b>NATURAL GAS</b>	100,437	401.75	2.01	HKEX KPI A1.1
<b>LIQUEFIED PETROLEUM GAS</b> ("LPG")	120,564	482.25	2.41	

\* Conversion factors for NO<sub>x</sub> and SO<sub>x</sub> applied as provided within HKEX ESG Reporting Guide.

## ENERGY

ENERGY SUMMARY	FUEL CONSUMED (GJ)	DISTANCE TRAVELLED (KM)	NO <sub>x</sub> EMISSIONS* (KG)	SO <sub>x</sub> EMISSIONS* (KG)	PM emissions* (kg)
<b>BUS FLEET - DIESEL FUEL</b>	9,154	599,675	1,452.17	9.65	67.34
<b>BUS FLEET - CNG</b>	24,359	1,459,035.50	N/A	N/A	N/A
<b>LIMOUSINES FLEET - UN-LEADED GASOLINE FUEL</b>	5,616	677,703	50.62	9.96	3.73
<b>COTAI WATER JET FERRIES (WATER TAXIS) - MARINE FUEL</b>	166,794	138,924	N/A	N/A	N/A

\* Conversion factors for NO<sub>x</sub>, SO<sub>x</sub> and PM applied where available as provided within HKEX ESG Reporting Guide. Conversion factors for CNG and marine fuel are not available within HKEX ESG Reporting Guide. This disclosure is therefore incomplete at this time.

## WATER

We achieved a 3.2 percent reduction in water use per square foot from the 2015 baseline. Absolute water use increased 7.5 percent, mainly due to new property openings, activation of additional spaces and business growth, but decreased by 4.6 percent when excluding the newly opened properties.

To ensure we do not extract water from water stressed areas we use an internal company water model, created with the help of a third party consultant, that leverages two leading industry tools including the WWF Water Risk Filter and WRI Aqueduct tool. We also consider internal information such as geographic specific water audits at our resorts and water risk assessments when evaluating the risk level of the area that we operate in and to determine the Company's overall water risk exposure. We currently do not operate nor withdraw water from any areas that are considered to be water-stressed. As we understand that water issues and risks dynamically change over time, we evaluate our water stressed regions as needed and further consider specific model indicators such as baseline water stress and water quality to influence and guide our corporate and property specific water strategy.

WATER USE						
WATER SUMMARY	2016	2017	2018	2019	2020	Framework
<b>WATER WITHDRAWAL</b> (MILLION GALLONS)	1,621	1,741	1,810	1,844	1,128	GRI 303-3, CDP W1.2b
<b>WATER WITHDRAWAL IN HIGH-STRESS REGIONS</b>	0	0	0	0	0	CDP W1.2d, SASB SV-HL-140a.1, WEF Planet Freshwater availability (CMD)
<b>WATER USE INTENSITY</b> (GAL/SQ. FT.)	62.0	57.2	58.2	59.5	36.4	GRI 303-5, CDP W1.2b, SASB SV-HL-140a.1

## WASTE

Our waste diversion rate decreased by 3.8 percent from the 2015 baseline. Ongoing challenges in the global recycling market were further exacerbated with restrictions brought in by some jurisdictions on movement of waste to control the spread of the novel coronavirus. We are continuously looking for opportunities to reduce, reuse and recycle, and are exploring innovative regional solutions.

WASTE DISPOSED						
WASTE SUMMARY	2016	2017	2018	2019	2020	Framework
<b>TOTAL WASTE DISPOSED</b> (MT)	35,389	40,554	38,038	57,227	84,632	GRI 306-3
<b>TOTAL DIVERSION RATE</b>	19.1%	18.7%	12.1%	12.9%	8.8%	GRI 306-4



## SOCIAL

Metrics related to our People pillar include diversity, equity and inclusion demographic breakdowns, employment type, training and development and labor practices.

We pride ourselves on low turnover rates, team member commitment and loyalty, and the support provided to the community. Striving to be an employer of choice and an outstanding corporate citizen, we look to how best to support both our team members and the community in which we live and work.



## BENEFITS

### HEALTHCARE

We provide a range of best-in-class benefits. Our Employee Assistance Program for team members and their household includes support for both physical and mental health.

### PARENTAL LEAVE

We provide paid leave for eligible team members, male and female, who are new parents, according to local laws and regulations. The Company offer maternity and paternity leaves for

new parents. Eligible female team members are entitled to a 70 days of paid maternity leave while male team members are entitled for 5 days paid paternity leave with the flexibility to use it before or after the baby is born.

### HEALTH BENEFITS

Our Employee Assistance Program focuses on promoting team members' mental and emotional health. We also provide a 24-hour team member clinic, and a health check up for eligible team members.

### OTHER BENEFITS

- On site recreation facility
- On site dry-cleaning service at discounted prices
- A variety of work-life balance sports activities and team member activities
- Team member discounts across our facilities and those of our vendors

## WORKFORCE

Our overall workforce has a gender split of 49 percent men and 51 percent women. More than 80 percent of our team members work in three properties: The Venetian Macao, The Londoner Macao (formerly Sands Cotai Central) and The Parisian Macao. These properties therefore felt the impact of the downturn in tourism hardest. While some team members were transferred internally, we also have non-performers and contract end continued in some areas amid the pandemic.

Along with travel restrictions imposed in January, some of our team members who traveled out of Macao over the Chinese New Year holiday were unable to return. In addition, all overseas recruitment was placed on hold, posing a challenge to satisfy requirements of upcoming projects. To meet business requirements, we redeployed team members to other areas of the business enabling them to learn new skills and support the business.

### EMPLOYMENT (2020)

GHG EMISSIONS SUMMARY	PERMANENT				TEMPORARY		WORKFORCE	Framework
	FULL-TIME		PART-TIME		MALE	FEMALE		
	MALE	FEMALE	MALE	FEMALE			TOTAL	
THE VENETIAN MACAO <sup>1</sup>	4,753	4,926	77	99	0	0	9,855	GRI 404-1, HKEX KPI B1.1
SANDS MACAO	1,114	1,435	3	9	0	0	2,561	GRI 404-1, HKEX KPI B1.1
THE PLAZA MACAO	1,043	971	4	6	0	0	2,024	GRI 404-1, HKEX KPI B1.1
THE LONDONER MACAO (FORMERLY SANDS COTAI CENTRAL)	3,730	3,808	3	10	0	0	7,551	GRI 404-1, HKEX KPI B1.1
THE PARISIAN MACAO	2,396	2,608	8	8	0	0	5,020	GRI 404-1, HKEX KPI B1.1
OTHER OPERATIONS	154	381	0	1	0	0	536	GRI 404-1, HKEX KPI B1.1
TOTAL <sup>2</sup>	13,190	14,129	95	133	-	-	27,547	GRI 404-1, HKEX KPI B1.1

<sup>1</sup> Including Cotai Arena and CotaiExpo.

<sup>2</sup> As at December 31, 2020, the number of full-time team members was 27,319 (including 2,176 working for hotel partners). Employee data shown within this report is presented as per the reporting scope, and therefore does not include off-site support services of data from our hotel partners.

## TURNOVER AND NEW HIRES (2020)

TURNOVER AND NEW HIRES SUMMARY	AGED UNDER 30		AGED 30-50		AGED OVER 50		TOTAL	Framework
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		
<b>THE VENETIAN MACAO<sup>1</sup></b>								
NUMBER OF LEAVERS	79	104	330	257	63	54	887	GRI 404-1, HKEX KPI B1.2
NUMBER OF NEW HIRES	48	38	77	54	6	4	227	GRI 404-1, HKEX KPI B1.2
TURNOVER RATE <sup>2</sup>	12.2%	17.1%	11.1%	9.1%	5.4%	3.6%	9.2%	GRI 404-1, HKEX KPI B1.2
NEW HIRE RATE <sup>2</sup>	7.7%	6.3%	2.6%	1.9%	0.5%	0.3%	2.3%	GRI 404-1, HKEX KPI B1.2
<b>SANDS MACAO</b>								
NUMBER OF LEAVERS	11	13	25	30	32	26	137	GRI 404-1, HKEX KPI B1.2
NUMBER OF NEW HIRES	3	2	10	6	0	0	21	GRI 404-1, HKEX KPI B1.2
TURNOVER RATE <sup>2</sup>	13.4%	25.5%	3.9%	4.5%	8.2%	3.6%	5.4%	GRI 404-1, HKEX KPI B1.2
NEW HIRE RATE <sup>2</sup>	3.7%	3.9%	1.6%	0.9%	0.0%	0.0%	0.8%	GRI 404-1, HKEX KPI B1.2
<b>THE PLAZA MACAO</b>								
NUMBER OF LEAVERS	21	16	37	22	14	20	130	GRI 404-1, HKEX KPI B1.2
NUMBER OF NEW HIRES	33	34	41	12	5	0	125	GRI 404-1, HKEX KPI B1.2
TURNOVER RATE <sup>2</sup>	9.9%	9.6%	5.6%	4.0%	8.0%	8.0%	6.5%	GRI 404-1, HKEX KPI B1.2
NEW HIRE RATE <sup>2</sup>	15.6%	20.4%	6.2%	2.2%	2.9%	0.0%	6.2%	GRI 404-1, HKEX KPI B1.2
<b>THE LONDONER MACAO (FORMERLY SANDS COTAI CENTRAL)</b>								
NUMBER OF LEAVERS	179	119	406	231	58	28	1,021	GRI 404-1, HKEX KPI B1.2
NUMBER OF NEW HIRES	50	43	66	33	3	4	199	GRI 404-1, HKEX KPI B1.2
TURNOVER RATE <sup>2</sup>	27.5%	23.6%	18.1%	11.1%	6.9%	2.3%	13.5%	GRI 404-1, HKEX KPI B1.2
NEW HIRE RATE <sup>2</sup>	7.7%	8.5%	2.9%	1.6%	0.4%	0.3%	2.6%	GRI 404-1, HKEX KPI B1.2
<b>THE PARISIAN MACAO</b>								
NUMBER OF LEAVERS	103	81	207	125	29	9	554	GRI 404-1, HKEX KPI B1.2
NUMBER OF NEW HIRES	32	18	21	23	1	4	99	GRI 404-1, HKEX KPI B1.2
TURNOVER RATE <sup>2</sup>	23.3%	23.6%	13.8%	8.5%	6.4%	1.1%	11.1%	GRI 404-1, HKEX KPI B1.2
NEW HIRE RATE <sup>2</sup>	7.2%	5.2%	1.4%	1.6%	0.2%	0.5%	2.0%	GRI 404-1, HKEX KPI B1.2

<sup>1</sup> Including Cotal Arena and CotaiExpo.

<sup>2</sup> Rates based on numbers of permanent team members.

## TRAINING AND DEVELOPMENT

Through Sands China Academy, our global training and development platform, we provide courses, learning tools, coaching opportunities and one-on-one consulting to help team members fulfill their potential.

TRAINING AND DEVELOPMENT (2020)				
TRAINING SUMMARY	TOTAL TRAINING HOURS	AVERAGE TRAINING HOURS PER PERSON	PERCENTAGE OF WORKFORCE TRAINED	FRAMEWORK
<b>BY CATEGORY</b>				GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2
OPERATIONAL TEAM MEMBERS	1,302,244.5	55.4	96.4%	GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2
ADMINISTRATIVE TEAM MEMBERS	57,167.4	25.8	97.7%	GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2
EXECUTIVE TEAM MEMBERS	2,338.2	7.7	89.8%	GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2
<b>BY GENDER</b>				GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2
MALE	606,532.1	48.6	95.9	GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2
FEMALE	755,216.9	55.7	96.9	GRI 404-1 (2016), HKEX KPI B3.1, KPI B3.2

\* Scope includes our five properties in Macao. It does not include off-site support services.

PERFORMANCE REVIEWS (2020)			
BY GENDER	NUMBER	PERCENT	FRAMEWORK
MALE	13,168	99.1	GRI 404-3
FEMALE	14,116	99.0	
<b>BY EMPLOYEE CATEGORY</b>			
OPERATIONAL TEAM MEMBERS	24,555	98.9	GRI 404-3
ADMINISTRATIVE TEAM MEMBERS	2,411	100.0	
EXECUTIVE TEAM MEMBERS	318	100.0	



## COMMUNITY

We acted promptly to address the public health crisis by making available funds to support those in the local community and provide relief in mainland China. Our COVID-19 response through charitable donations amounted to more than twice our total donations the year before. We continued to provide support to local NGO partners addressing social needs throughout 2020.



CHARITABLE DONATIONS (2020)	
CAUSES SUPPORTED (CASH AND VALUE IN-KIND)	AMOUNT IN MOP
ACCIDENT AND EMERGENCY RELIEF FUNDS	600,000
LOW-INCOME FAMILIES	900,000
EDUCATION, CHILDREN AND YOUTH DEVELOPMENT	1,831,430
THE ELDERLY	265,000
ANIMAL PROTECTION	128,750
SOCIAL REHABILITATION	1,308,593
RESPONSIBLE GAMING	450,000
OTHER - DISASTER RELIEF TO SUPPORT COVID-19	25,000,000
<b>TOTAL CASH DONATIONS TO ORGANIZATIONS</b>	<b>30,483,773</b>

SPONSORSHIP AND CIVIC CONTRIBUTIONS (2020)	
CAUSES SUPPORTED*	AMOUNT IN MOP
ART AND CULTURE	1,432,293
LOCAL ECONOMY DIVERSIFICATION AND UPWARD MOBILITY OF TALENTS	2,661,565
CIVIC INVOLVEMENT	245,196
<b>TOTAL SPONSORSHIP AND CIVIC CONTRIBUTIONS TO ORGANIZATIONS</b>	<b>4,339,054</b>

\* Donations, sponsorship and community activities are reviewed every year to ensure alliance with our core CSR initiatives and response to the opportune community requests.





# GOVERNANCE

Our Board and executive management have a strong commitment to effective corporate governance. Our parent company, LVS, operates across three jurisdictions, is listed on the New York Stock Exchange and is regulated as a financial institution by the Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of the Treasury. Sands China Ltd. is a majority-owned subsidiary that is also subject to the rules and regulations of the Hong Kong Stock Exchange. Board information, including Board composition and executive compensation information, can be found in the Company's 2020 Annual Report.

Ethical business conduct is governed by our comprehensive Code of Business Conduct and Ethics. Team members must participate in extensive training sessions covering relevant ethical conduct topics every year.

## ETHICAL CONDUCT

Our Code of Business Conduct and Ethics is intended to provide guiding principles supported by training to assist team members in day-to-day situations and scenarios. As it is crucial to report any allegations of violation of the Code, the Company offers multiple ways to do so: through immediate supervisors, the Compliance Department or the ethics hotline. Sands China has a strict [Reporting and Non-Retaliation Policy](#), so anyone reporting a concern is protected.

TRAINING ON ANTI-CORRUPTION	TOTAL NUMBER AS OF 31 DEC 2020	PERCENTAGE	FRAMEWORK
GOVERNANCE BODY MEMBERS	8	100%	GRI 205-2; HKEX KPI B7.3
SENIOR MANAGEMENT TEAM MEMBERS	241	100%	
MIDDLE MANAGEMENT TEAM MEMBERS	2,640	100%	
FUNCTION GROUP (ADMINISTRATION, TECHNICAL, PRODUCTION, ETC)	20,417	100%	

DATA PRIVACY/CYBERSECURITY (2020)	2020	FRAMEWORK
REPORTABLE INFORMATION SECURITY/CYBERSECURITY BREACHES	0	GRI 418-1
BREACHES OF CUSTOMER PRIVACY	0	GRI 418-1

BUSINESS CONDUCT VIOLATIONS (2020)	2020	FRAMEWORK
CONFIRMED BRIBERY/CORRUPTION CASES OR INVESTIGATIONS	0	GRI 205-3, SV-CA-510a.2
INCIDENTS OF NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS	0	GRI 307

## SUPPLY CHAIN MANAGEMENT

The majority of our spend is on local suppliers, but we source from over 2,200 suppliers from Asia and worldwide. All suppliers undergo Third-Party Due Diligence (TPDD) background screenings before being entered into our procurement system. Applicable to all suppliers, our [Supplier Code of Conduct](#) and [Sustainable Procurement Policy](#) outline our expectations on environmental and social aspects of supplier operations. We conduct regular social audits on key suppliers and seek out suppliers that offer environmentally preferable products or services that align with our Sands ECO360 strategy. We provide training and support to local suppliers, and award those with distinguished performance.

In support of the government's initiative to buy local, we work to identify and procure goods and services locally. In 2020, 89% of total spending was with local suppliers. Our local SME Supplier Support Program gives SMEs opportunities to advance their capabilities of working with large businesses like ours who require minimum environmental, social and quality standards.

The Sands Procurement Academy, which has trained over 226 companies since its launch, delivers courses on effective warehouse operations, quality assurance, logistics management, procurement process and system overview, procurement contracts, Supplier Code of Conduct, and the eight disciplines (8D) model of problem solving. In late 2019, we added a new course, Macau Labour Law Fundamentals, to the roster.

SUPPLIERS BY GEOGRAPHICAL REGION (2020)	NUMBER	FRAMEWORK
WORLDWIDE (excluding Asia)	204	GRI 102-9; HKEX KPI B5.1
ASIA	2,055	

## RESPONSIBLE GAMING

Sands China remains committed to supporting the Macao government's responsible gaming measures and recognizes the importance of responsible gaming in the Macao community. We encourage responsible gaming practices and provide resources to people experiencing gambling-related problems.

Our commitment to the personal well-being of our guests starts with the strict prohibition of underage gambling, alcohol and tobacco use in our facilities, and continues with comprehensive training of our team members to direct guests that ask for or appear to need help to appropriate resources and responsible gaming support services.

We work with local problem gambling and recovery organizations in Macao, and maintain close communication with government departments, including DICJ (gaming regulator) and IAS (Social Welfare Bureau). We support standard industry protocols such as prominent posting of a problem gambling hotline throughout our properties, and careful restriction of gaming-related marketing and advertising materials to age-appropriate venues.

RESPONSIBLE GAMING (2020)	2020	FRAMEWORK
TEAM MEMBERS TRAINED	2,224	SASB SV-CA-260a.1, SV-CA-260a.2
HOURS OF RESPONSIBLE GAMING TRAINING	3,678	SASB SV-CA-260a.1, SV-CA-260a.2

## HEALTH AND SAFETY

It is our responsibility to provide a safe and enjoyable environment to both our team members and guests. Our health and safety teams continue to ensure that facilities are maintained to high standard and that our team members are well trained in order to act in emergencies.

HEALTH AND SAFETY (2020)		DIRECT EMPLOYEES		OTHER WORKERS		FRAMEWORK
		NUMBER	RATE	NUMBER	RATE	
WORK RELATED FATALITIES	2018	0	0	0	0	GRI 403-9, HKEX KPI B2.1
	2019	0	0	0	0	GRI 403-9, HKEX KPI B2.1
	2020	0	0	0	0	GRI 403-9, HKEX KPI B2.1
HIGH-CONSEQUENCE WORK-RELATED INJURIES		3	0.06	-	-	GRI 403-9
RECORDABLE WORK-RELATED INJURIES		333	6.70	-	-	GRI 403-9
LOST DAYS DUE TO WORK-RELATED INJURY		6,076		-	-	HKEX KPI B2.2
TOTAL HOURS WORKED		49,670,000		-	-	GRI 403-9

Note: The total hours worked is based on assumption full time employees work 2,000 hours per year. Fatality and injury rates are based on 1,000,000 hours worked (the number of work-related injuries per 500 full-time workers over a one-year timeframe).





## INDICES




To guide our ESG report and disclosures, we report using HKEX ESG Reporting Guide, a requirement for all listed companies in Hong Kong, as well as the Global Reporting Initiative's Standards: Core option, an internationally recognized best practice framework.

In addition, we have mapped the United Nations SDG's to our operations to understand how we contribute to this global agenda.

This section lists indicators selected for each disclosure framework, along with further details and where relevant, links to

find additional information. Unless otherwise specified, the chapters and page numbers refer to our 2020 ESG Report.

## SDG INDEX

SDG	RELEVANCE	OUR ACTION	SDG TARGET	HOW WE MEASURE <sup>2</sup>
<b>SDG 6</b> 	Water is integral to the experience we strive to create for our guests. Exquisite pools and spas, lush landscapes and elegant fountains create a refined ambience at our resorts. We balance luxury with responsibility by using non-potable water wherever possible, exploring innovative water technologies and developing water conservation procedures.	In 2020, we implemented 6 water conservation projects, estimated to save 8.8 million gallons annually savings by upgrading fixtures and systems across our properties.	6.4: Substantially increase water-use efficiency across all sectors.	By 2020, reduce water use per square foot <sup>1</sup> by 3%.
<b>SDG 7</b> 	Our resorts make up tens of millions of square feet of building space, all of which requires energy to heat, cool and light.	In 2020, we achieved 2.3 million kWh annualized energy savings, through the implementation of 5 efficiency projects.	7.3: Double the global rate of improvement in energy efficiency.  7.2: Increase substantially the share of renewable energy in the global energy mix.	By 2020, reduce resort operations emissions by 6%  By 2020, reduce ferry operations emissions by 6%.
<b>SDG 12</b> 	We host thousands of guests and visitors in our resorts each day. By targeting key areas where we can reduce, reuse and recycle, we proactively manage our waste footprint.	We assess banquets, restaurants and dining halls for food waste minimization and recycle an additional 27 types of commodities and eliminate unnecessary products to reduce waste generation.	12.5: Substantially reduce waste generation through prevention, reduction, recycling and reuse.  12.3: Halve per capita global food waste.	By 2020, increase waste diversion rate by 5%.

<sup>1</sup> Reduction per gross square footage includes both conditioned and non-conditioned space to account for outdoor landscaped areas

<sup>2</sup> 2020 targets, from 2015 baseline

## HKEX ESG INDEX

The table below lists the requirements of the HKEX ESG Reporting Guide, alongside the relevant page reference, notes, and additional links to other SCL or LVS documents. Unless otherwise specified, the chapters and page numbers refer to the Sands China 2020 ESG Report.

DISCLOSURE AND KPI	REQUIREMENT	LOCATION AND NOTES
<b>A. ENVIRONMENTAL</b>		
<b>ASPECT A1: EMISSIONS</b>		
<b>General disclosure</b>	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	<p>2020 ESG Report (p.16-19)</p> <p>We continuously aim to reduce our environmental footprint, including energy and water use, and emission and waste generation. Sands ECO360, our global sustainability program, guides priority areas of our business through three pillars: Green buildings, Environmentally responsible operations, and Green meetings and events, areas with significant opportunity and ability to make positive impact. The fundamentals are driven from International Energy Conservation Code ("IECC") 2015, ISO 50001, LEED, ASHRAE Standards, amongst others.</p> <p>We have set ambitious environmental targets, and our emissions targets have been approved by the Science-Based Targets initiative (the first integrated resort to have done so). We also set internal KPIs against our five-year targets and annual goals, while relevant heads of departments (e.g. Facilities, Convention and Exhibition, and Sustainability) have the energy KPIs included in their departmental targets. Our new SBT is a 17.5% decrease in scope 1 and 2 emissions from a 2018 baseline year by 2025.</p> <p>We measure and manage our environmental performance by recording and analyzing utility data to improve our operations, environmental reports are provided monthly during the Sands ECO360 Council meetings for review.</p> <p>We seek third-party certifications to demonstrate our commitment to environmental sustainability. For example, our Green Meetings and Events program is managed through the application of our certified ISO 20121 Event Sustainability Management System.</p> <p>We maintain an up-to-date legal register which includes the relevant environmental laws. There were no incidents of non-compliance in 2020 with regard to environmental laws or regulations. For more information on our approach to environmental sustainability, please refer to our Environmental Responsibility Policy, Global Sustainable Procurement Policy, and our Sustainable Development Standards.</p>
<b>KPI A1.1</b>	The types of emissions and respective emissions data.	<p>2020 ESG Report (p.12, 19)</p> <p>Appendix to the 2020 ESG Report (p.44-46)</p> <p>As the Hong Kong Stock Exchange does not provide emission factors for CNG and marine fuel, this disclosure is incomplete.</p>
<b>KPI A1.2</b>	Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<p>2020 ESG Report (p.12, 19)</p> <p>Appendix to the 2020 ESG Report (p.44-46)</p> <p>The unit used (MT CO<sub>2</sub>e) is applied at a group level. Our figures for GHG emissions are verified by third-party experts.</p>
<b>KPI A1.3</b>	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<p>2020 ESG Report (p.12, 21)</p> <p>Appendix to the 2020 ESG Report (p.47)</p> <p>Our figures for waste are verified by third-party experts.</p>
<b>KPI A1.4</b>	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
<b>KPI A1.5</b>	Description of emission target(s) set and steps taken to achieve them.	2020 ESG Report (p.6-7, 11, 19, 23)
<b>KPI A1.6</b>	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	<p>2020 ESG Report (p.16-18, 21-22)</p> <p>Appendix to the 2020 ESG Report (p.47)</p> <p>Waste management, including hazardous waste, is a key component of the Environmentally Responsible Operations pillar of Sands ECO360. We treat hazardous waste such as paint, paint oil, and chemicals in accordance with local regulation and divert it via Macao's Hazardous Waste Management Plant.</p>

DISCLOSURE AND KPI	REQUIREMENT	LOCATION AND NOTES
<b>A. ENVIRONMENTAL</b>		
<b>ASPECT A2: USE OF RESOURCES</b>		
<b>General disclosure</b>	Policies on the efficient use of resources, including energy, water and other raw materials.	2020 ESG Report (p.19-23) Appendix to the 2020 ESG Report (p.44-47) For more information, please refer to General disclosure for Aspect A1: Emissions.
<b>KPI A2.1</b>	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	2020 ESG Report (p.11-12, 19) Appendix to the 2020 ESG Report (p.44-46) The unit used (gigajoules, GJ) is applied at a group level. Our figures for energy consumption are verified by third-party experts.
<b>KPI A2.2</b>	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2020 ESG Report (p.12)
<b>KPI A2.3</b>	Description of energy use efficiency target(s) set and steps taken to achieve them.	2020 ESG Report (p.6-7, 11, 16-19, 23) Appendix to the 2020 ESG Report (p.47)
<b>KPI A2.4</b>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	2020 ESG Report (p.20) Appendix to the 2020 ESG Report (p.47) All water is supplied from municipal sources, and therefore we do not have any issues in sourcing water for our operations. For more information, please refer to GRI 303: Water and Effluents 2018.
<b>KPI A2.5</b>	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging has not been identified within our Sands ECO360 global strategy nor identified as a material topic. Packaging related to procurement of goods is handled as part of our plastic reduction strategy, procurement process and waste management system.
<b>ASPECT A3: THE ENVIRONMENT AND NATURAL RESOURCES</b>		
<b>General disclosure</b>	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	2020 ESG Report (p.16-23) Our commitment to reducing the impact our operations have on the natural environment is part of the Environmental Responsibility Policy's mission statement. As part of our efforts to deliver on this mission, minimizing our impact on biodiversity and natural ecosystems is important for us. In addition, our mission towards combating climate change and pollution will have an indirect impact on restoring biodiversity and ecology at large.
<b>KPI A3.1</b>	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	2020 ESG Report (p.16-23)
<b>ASPECT A4: CLIMATE CHANGE</b>		
<b>General disclosure</b>	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	2020 ESG Report (p.19)
<b>KPI A4.1</b>	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	2020 ESG Report (p.19)
<b>B. SOCIAL</b>		
<b>EMPLOYMENT AND LABOR PRACTICE</b>		
<b>ASPECT B1: EMPLOYMENT</b>		
<b>General disclosure</b>	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	2020 ESG Report (p.24-27) Appendix to the 2020 ESG Report (p.48-49) To demonstrate our commitment to equal opportunities, an Equal Employment Opportunities Policy is in place, allowing all equal access to career opportunities (aside from those who are under 21 who are legally restricted from working on gaming floors, as regulated by the DICJ). Our Code of Business Conduct and Ethics, which applies to and is communicated to all team members includes our Anti-Harassment and Discrimination Policy.
<b>KPI B1.1</b>	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	2020 ESG Report (p.13) Appendix to the 2020 ESG Report (p.49)
<b>KPI B1.2</b>	Employee turnover rate by gender, age group and geographical region.	Appendix to the 2020 ESG Report (p.50)

DISCLOSURE AND KPI	REQUIREMENT	LOCATION AND NOTES
<b>B. SOCIAL</b>		
<b>ASPECT B2: HEALTH AND SAFETY</b>		
<b>General disclosure</b>	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2020 ESG Report (p.28)  For information on occupational health and safety, refer to GRI 403: Occupational Health and Safety 2018.
<b>KPI B2.1</b>	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Appendix to the 2020 ESG Report (p.56)
<b>KPI B2.2</b>	Lost days due to work injury.	Appendix to the 2020 ESG Report (p.56)
<b>KPI B2.3</b>	Description of occupational health and safety measures adopted, how they are implemented and monitored.	2020 ESG Report (p.28)  Appendix to the 2020 ESG Report (p.56)
<b>ASPECT B3: DEVELOPMENT AND TRAINING</b>		
<b>General disclosure</b>	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2020 ESG Report (p.27)  Appendix to the 2020 ESG Report (p.51)  We offer a range of soft and hard skills in-house and partner with academia and government institutions to continuously develop team members. We also help to connect with local authorities to promote government sponsored training, and offer concessions on sabbatical periods which are extended on a case by case basis.
<b>KPI B3.1</b>	The percentage of employees trained by gender and employee category. (e.g. senior management, middle management).	2020 ESG Report (p.13, 27)  Appendix to the 2020 ESG Report (p.51)
<b>KPI B3.2</b>	The average training hours completed per employee by gender and employee category.	2020 ESG Report (p.13, 27)  Appendix to the 2020 ESG Report (p.51)
<b>ASPECT B4: LABOR STANDARDS</b>		
<b>General disclosure</b>	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	2020 ESG Report (p.27-28)  Sands China adheres to the Macao Labour Law. No child or forced labor cases have ever been identified. Our Supplier Code of Conduct requires suppliers to agree and comply with all applicable laws, codes, and regulations in their jurisdiction as well as with our human rights, labor rights, health and safety, environment, ethics and compliance, and monitoring and evaluation standards. Suppliers shall not employ any persons under the age of 16 under Macao Labor law or the applicable minimum legal age for employment, whichever is higher. For more information, please refer to the Supplier Code of Conduct.  We also adopt LVS' Global Anti-Human Trafficking Policy, outlining efforts to uphold our principles by refusing to support or tolerate human rights abuses in any facet of our business. This policy applies to all businesses, team members, agents, contractors, subcontractors, and suppliers worldwide when acting within their scope of employment or contract. For more information, please refer to the Anti-Human Trafficking Policy.
<b>KPI B4.1</b>	Description of measures to review employment practices to avoid child and forced labor.	All team members are required to have written contracts and to provide true identification ("ID") copies. Non-local team members are also required to get approval from the Macao government in which their ID and ages are checked. The Company does not hire team members of age less than 18 years. Minors of age under 21 years cannot work in casino areas.  The following is also implemented to ensure we comply with legislation and regulatory requirements: <ul style="list-style-type: none"> <li>• Dos &amp; Don'ts session</li> <li>• Internal Audits</li> <li>• Annual Compliance training</li> <li>• Reviewing and addressing team members' complaints</li> </ul> Team members' onboarding training includes human trafficking modules for those who are responsible for global supply chain as well those who manage other team members. There is also targeted training for those who are involved in public facing roles on how to spot and respond to suspected instances of human trafficking at our properties.
<b>KPI B4.2</b>	Description of steps taken to eliminate such practices when discovered.	2020 ESG Report (p.36)  We take a zero tolerance approach regarding the use of human trafficking including sex trafficking, slavery, forced, involuntary or coerced labor. Failure to comply will result in disciplinary action up to and including termination of employment. If a contractor, subcontractor or supplier is found in violation of this policy, prompt remedial measures will be taken to address the violation, up to and including termination of the business relationship. An independent auditor is engaged to review our supply chain performance. Quality Assurance team under Procurement & Supply Chain Department will discuss and review the audit results with suppliers. Corrective Action Plan will be developed jointly with suppliers with concrete timeline for improvement.

DISCLOSURE AND KPI	REQUIREMENT	LOCATION AND NOTES
<b>B. SOCIAL</b>		
<b>OPERATING PRACTICES</b>		
<b>ASPECT B5: SUPPLY CHAIN MANAGEMENT</b>		
<b>General disclosure</b>	Policies on managing environmental and social risks of the supply chain.	2020 ESG Report (p.38-39) Appendix to the 2020 ESG Report (p.55)  A four-step approach is taken to managing supply chain risk: 1. Risk identification. Environmental and social related risk information is consolidated in a risk inventory that forms the basis of Sands China's risk assessment. 2. Risk assessment. Risks are scored and assessed based on relative exposure. A risk ranking is produced to identify priority risks. 3. Risk response. Risk Owners are identified and assigned responsibility for managing each risk. Risk mitigation plans are put in place for each risk. 4. Risk monitoring. Risk Owners monitor known and emerging risks, as well as the implementation and effectiveness of risk mitigation plans, and update our Enterprise Risk Management Committee.
<b>KPI B5.1</b>	Number of suppliers by geographical region.	This year, we engaged 2,259 global suppliers, majority of which are located in Asia. More than half of our suppliers are local Macao companies.
<b>KPI B5.2</b>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2020 ESG Report (p.38-39)  Each year we engage a third-party auditor to conduct social audits in our suppliers. During 2014-2020, we have audited 104 suppliers in total. We could only conduct 8 social audits in 2020 due to the impact of COVID-19.
<b>KPI B5.3</b>	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	In addition to the social audits on existing suppliers, we carry out background investigations and screenings to individual or entities during onboarding as part of our Know Your Third-Party Information Form (KY3P) and Third-Party Due Diligence (TPDD).
<b>KPI B5.4</b>	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	By implementing our Sustainable Procurement Policy we work to procure environmentally preferable products and services where criteria have been established and outlined in our category structure framework and Sustainable Development Standards.
<b>ASPECT B6: PRODUCT RESPONSIBILITY</b>		
<b>General disclosure</b>	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2020 ESG Report (p.17, 28, 33, 37) Appendix to the 2020 ESG Report (p.56)
<b>KPI B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	This year, we engaged 2,259 global suppliers, majority of which are located in Asia. More than half of our suppliers are local Macao companies.
<b>KPI B6.2</b>	Number of products and service related complaints received and how they are dealt with.	In 2020, the significant reduction in visitors due to the pandemic has led to a small sample size upon which to gauge guest satisfaction, and in some instances our surveys were postponed. Surveys will be recommenced when more normal service resumes.  Four Seasons Hotel Macao, Cotai Strip, The St. Regis Macao, and Sheraton Grand Macao, are under management contracts and, as such, conduct their own proprietary customer satisfaction surveys, the results of which are not included in this report.
<b>KPI B6.3</b>	Description of practices relating to observing and protecting intellectual property rights.	Not relevant for Sands China as a service-based business.
<b>KPI B6.4</b>	Description of quality assurance process and recall procedures.	Not relevant for Sands China as a service-based business.
<b>KPI B6.5</b>	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2020 ESG Report (p.33, 37) Appendix to the 2020 ESG Report (p.72)

DISCLOSURE AND KPI	REQUIREMENT	LOCATION AND NOTES
<b>B. SOCIAL</b>		
<b>OPERATING PRACTICES</b>		
<b>ASPECT B7: ANTI-CORRUPTION</b>		
<b>General disclosure</b>	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	<p>2020 ESG Report (p.35-36, 39)</p> <p>Transparency and anti-corruption are the ultimate responsibility of the Compliance Department, with strong support from Sands China's Board of Directors and Audit Committee, with several policies and management controls in place to prevent corruption throughout operations. We prohibit any bribes or kickbacks whether to a Government Official or anyone else with whom we do business with. We refuse to pay "grease" or make "facilitation" payments to speed up Government Official in carrying out their duties and limit the gifts and entertainment we may accept from or give to other Covered Persons or entities with whom we do business. We also comply with our own Charitable Contributions and Sponsorship Policy, which requires management and Compliance Department approvals.</p> <p>We are subject to the following laws and regulations governing corruption: Macau Penal Code which criminalizes corruption, OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, and the U.S. Foreign Corrupt Practices Act ("FCPA"). We are required to report all suspicious transactions as part of our Anti-Money Laundering ("AML") controls. This is enforced by local regulators, including DICJ, Monetary Authority of Macao and the Financial Intelligence Office ("GIF"). We are required to file Large Sum Transactions Reports with the DICJ while Suspicious Transactions Reports are filed with GIF. In addition to verifying a customer's identity through reliable, independent source documents, LVS authenticates identification documents and screens customers against various sanctions including the Politically Exposed Persons ("PEP") and other watch lists using an outside vendor.</p> <p>We conduct regular screenings of our customer database against the published lists by the U.S. Treasury Office of Foreign Assets Control to search for terrorists, drug traffickers and specially designated nationals. At several points during a customer's interaction, we also screen for PEP status. For identified PEPs, we research and document their sources of wealth, monitor their transactions and in some circumstances, restrict their transactions. Our Company policies require increased levels of management review and approval for PEP customers based on transaction value thresholds.</p> <p>We monitor our performance through several mechanisms, including our Audit Committee and our ethics hotline. Policies are reviewed at a minimum every two years while spot checks are conducted annually by the Audit Services Group. Details of Sands China's compliance with relevant laws and regulations are provided in the Business Review section and the Corporate Governance Report within our 2020 Annual Report (p.18-64 and p.66-112).</p> <p>For more information, please refer to our Code of Business Conduct and Ethics, Supplier Code of Conduct and Anti-Corruption Policy.</p>
<b>KPI B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	<p>2020 ESG Report (p.38)</p> <p>This year, there were no confirmed cases regarding bribery, extortion, fraud, or money laundering.</p>
<b>KPI B7.2</b>	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	<p>Reports of alleged misconduct come into the Company in a variety of ways, including the ethics hotline, direct emails, and through management reporting. Whistleblowers are protected from retaliation and all information obtained during investigations remains confidential (aside from details needed to take remedial action and/ or when complying with applicable laws). Once a report is made, an appropriate investigator will conduct a prompt, fair, and thorough investigation. If it is determined that a violation has occurred, the Company will take action commensurate with the severity of the offense. This may include disciplinary action against the accused party, up to and including termination. Reasonable and necessary steps will also be taken to prevent any further violation of the policy at issue. For more information, please refer to our Reporting and Non-Retaliation Policy.</p>
<b>KPI B7.3</b>	Description of anti-corruption training provided to directors and team members.	<p>Training is mandatory for all team members of all grades and refreshed on an annual basis. Training is delivered during onboarding and refresher training takes place during the year for existing team members. A breakdown of number and percentage of training and communication on anti-corruption policies and procedures is provided in the Appendix to the 2020 ESG Report (p.55).</p>

DISCLOSURE AND KPI	REQUIREMENT	LOCATION AND NOTES
<b>B. SOCIAL</b>		
<b>COMMUNITY</b>		
<b>ASPECT B8: COMMUNITY INVESTMENT</b>		
<b>General disclosure</b>	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Sands China implements a comprehensive strategy on environmental and social responsibility developed by our parent company LVS. Our strategy was revised in 2020 and through it we commit to make Macao stronger through our community engagement and charitable giving program. Our strategy is integrated with all aspects of company management and looks carefully at the bigger picture - how responsible conduct at Sands China fits into our global business based on three main pillars: <ul style="list-style-type: none"> <li>• Regional resilience e.g., disaster relief and preparedness</li> <li>• Hospitality industry e.g., capacity building and education</li> <li>• Local culture and identity e.g., cultural preservation and sustainable tourism</li> </ul>
<b>KPI B8.1</b>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	2020 ESG Report (p.14-15, 30-31) Appendix to the 2020 ESG Report (p.52-53)
<b>KPI B8.2</b>	Resources contributed (e.g. money or time) to the focus area.	2020 ESG Report (p.13-15, 31) Appendix to the 2020 ESG Report (p.52-53)

## GRI INDEX

GRI STANDARD	REQUIREMENT	LOCATION AND NOTES
<b>ORGANIZATIONAL PROFILE</b>		
<b>102-1</b>	Name of the organization	Sands China Ltd.
<b>102-2</b>	Activities, brands, products, and services	2020 ESG Report (p.4-5) 2020 Annual Report (p.20-32) More information about Sands China is available on the Company's website: <a href="https://www.sandschina.com">https://www.sandschina.com</a>
<b>102-3</b>	Location of headquarters	The Venetian Macao-Resort-Hotel, Executive Offices, L2, Estrada da Baia de N. Senhora da Esperanca, s/n, Taipa, Macao.
<b>102-4</b>	Location of operations	2020 ESG Report (p.4-5) 2020 Annual Report (p.20-32)
<b>102-5</b>	Ownership and legal form	2020 Annual Report (p.123) The Company was incorporated in Cayman Islands as an exempted company with limited liability.
<b>102-6</b>	Markets served	2020 ESG Report (p.4-5) 2020 Annual Report (p.20-32)
<b>102-7</b>	Scale of the organization	2020 ESG Report (p.4-5) 2020 Annual Report (p.20-32)
<b>102-8</b>	Information on employees and other workers	2020 ESG Report (p.13, 26-28) Appendix to the 2020 ESG Report (p.49) 2020 Annual Report (p.63)
<b>102-9</b>	Supply chain	2020 ESG Report (p.38-39) Our supply chain covers a very broad spectrum of goods and services procured for the group, the most labor-intensive areas are cleaning, catering, and housekeeping. These services represent a significant proportion of the workforce. For information on number of suppliers and geographical location, refer to KPI B5.1: Number of suppliers by geographical region.
<b>102-10</b>	Significant changes to the organization and its supply chain	There were no significant changes to our organization's size, structure, ownership, or supply chain during 2020.



GRI STANDARD	REQUIREMENT	LOCATION AND NOTES
<b>ORGANIZATIONAL PROFILE</b>		
102-11	Precautionary principle and approach	We apply the Precautionary Principle through our commitment to environmentally responsible operations, see the Environment and Green Procurement pages of our website for more details: <a href="https://www.sandschina.com/">https://www.sandschina.com/</a>
102-12	External initiatives	Initiatives include: <ul style="list-style-type: none"> <li>• U.S. Green Building Council</li> <li>• ASHRAE Macau</li> <li>• United Nations Sustainable Development Goals</li> <li>• Science-Based Targets</li> <li>• The Macau IEF Rehabilitation Centre for Problem Gamblers</li> <li>• Sheng Kung Hui Macau Social Services Coordination Office</li> <li>• Young Men's Christian Association of Macau</li> <li>• Clean the World</li> <li>• Green Monday</li> </ul>
102-13	Membership of associations	Memberships include: <ul style="list-style-type: none"> <li>• U.S. Green Building Council</li> <li>• ASHRAE Macau</li> <li>• Macau European Chamber of Commerce</li> <li>• Macau Responsible Gaming Association</li> <li>• Macau Gaming Management Association</li> <li>• Macau Management Association</li> <li>• Macao Chamber of Commerce</li> <li>• American Chamber of Commerce</li> <li>• American Gaming Association</li> <li>• The Women's General Association of Macau</li> <li>• Macao Association for Promoting Community Economic Development</li> <li>• Macao Federation of Trade Unions</li> <li>• General Union of Neighborhood Associations of Macau</li> <li>• Macau Association of Composers, Authors &amp; Publishers</li> <li>• Macau Association of Retailers &amp; Tourism Services</li> <li>• Macao Convention &amp; Exhibition Association</li> <li>• Macau Hotel Association</li> <li>• Portuguese Chinese Chamber of Commerce and Industry</li> <li>• Macao Association of Young Employees in the Gaming Industry</li> </ul>
102-14	Statement from senior decision maker	2020 ESG Report (p.3)
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	2020 ESG Report (p.8) Please refer to our Code of Business Conduct and Ethics and Supplier Code of Conduct.
<b>GOVERNANCE</b>		
102-18	Governance structure	2020 ESG Report (p.34-35) Appendix to the 2020 ESG Report (p.54)
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	Sands China's stakeholder groups include company executives, team members, investors, government agencies, suppliers, guests and customers, and our community.
102-41	Collective bargaining agreements	There are no collective negotiation or collective bargaining agreements in Macao as there are no trade unions or workers' committees.
102-42	Identifying and selecting stakeholders	Appendix to the 2020 ESG Report (p.10)
102-43	Approach to stakeholder engagement	
102-44	Key topics and concerns raised	
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	2020 Annual Report (p.190-192)
102-46	Defining report content and topic boundaries	Appendix to the 2020 ESG Report (p.43)
102-47	List of material topics	Report content and topic boundaries are defined by considering the most significant economic, environmental, and social impacts, as well as the concerns of our stakeholders.
102-48	Restatements of information	N/A
102-49	Changes in reporting	There are no significant changes in material topics and topic boundaries as there were no significant changes to our business.

GRI STANDARD	REQUIREMENT	LOCATION AND NOTES
<b>REPORTING PRACTICE</b>		
102-50	Reporting period	January 1–December 31, 2020.
102-51	Date of most recent report	Sands China Ltd. 2019 Sustainability Report, published in April 2019.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	SCL.Sustainability@sands.com.mo
102-54	Claims of reporting in accordance with the GRI Standards	Sand China Ltd. 2020 ESG Report is in accordance with the GRI Standards: Core option.
102-55	GRI content index	This GRI Index and Appendix can be found on our website.
102-56	External assurance	The GHG emissions, energy consumption, water withdrawal, and waste generation data included in the report was assured by a third-party verifier. See our report online: <a href="https://www.sandschina.com/community-affairs/download-reports.html">https://www.sandschina.com/community-affairs/download-reports.html</a>

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>ECONOMIC</b>		
<b>TRANSPARENCY AND ANTI-CORRUPTION</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.32-37)
103-2	The management approach and its components	Appendix to the 2020 ESG Report (p.43, 54-55)
103-3	Evaluation of the management approach	For information on transparency and anti-corruption, refer to Aspect B7: Anti-Corruption. Boundary: Internal: all entities; External: our communities.
<b>GRI 205: ANTI-CORRUPTION 2016</b>		
205-2	Communication and training about anti-corruption policies and procedures	2020 ESG Report (p.36)  During onboarding, all team members receive compliance training, including a module on the Anti-Corruption Policy. Anti-corruption policies and procedures are also communicated to business partners, e.g., suppliers, agents, at the time of contracting, and depending on the type of business partner, annually thereafter. Last year, we communicated our Anti-corruption procedures with 732 suppliers.
<b>ENVIRONMENT</b>		
<b>ENERGY</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.16-19)
103-2	The management approach and its components	Appendix to the 2020 ESG Report (p.43, 46)
103-3	Evaluation of the management approach	Our commitment to sustainability is validated through third-party disclosure frameworks, such as the CDP and the Dow Jones Sustainability Index. Scope 1, scope 2 and scope 3 emissions data have been externally verified. If there are any environmental related grievances or questions, they can be emailed to SCL.Sustainability@sands.com.mo, which is managed by responsible personnel from Sustainability, Legal and Public Relations Departments. For more information, please refer to Aspect A1: Emissions.  Boundary: Internal: all entities; External: our supply chain.
<b>GRI 302: ENERGY 2016</b>		
302-1	Energy consumption within the organization	2020 ESG Report (p.12)  Appendix to the 2020 ESG Report (p.46)  2020 Annual Report (p.64)
302-3	Energy intensity	2020 ESG Report (p.19)  Appendix to the 2020 ESG Report (p.46)  2020 Annual Report (p.64)
302-4	Reduction of energy consumption	2020 ESG Report (p.19)  2020 Annual Report (p.64)

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>ENVIRONMENT</b>		
<b>WATER</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.20)
103-2	The management approach and its components	Appendix to the 2020 ESG Report (p.43, 47)
103-3	Evaluation of the management approach	For environmental topics, refer to Aspect A1: Emissions, and management approach for Energy. Boundary: Internal: all entities; External: our supply chain.
<b>GRI 303: WATER AND EFFLUENTS 2018</b>		
303-1	Interactions with water as a shared resource	2020 ESG Report (p.20)
303-2	Management of water discharge-related impacts	Appendix to the 2020 ESG Report (p.47)
303-3	Water withdrawal	Over 90% of Macao's water comes from the West River's Modaomen Channel in the Zhuhai City. For description of the management approach for water and its use as a shared resource, please refer to our CDP Water Security submission.
<b>EMISSIONS</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.19)
103-2	The management approach and its components	Appendix to the 2020 ESG Report (p.43-45)
103-3	Evaluation of the management approach	For environmental topics, refer to Aspect A1: Emissions, and management approach for Energy.
<b>GRI 305: EMISSIONS 2016</b>		
305-1	Direct (Scope 1) GHG emissions	2020 ESG Report (p.12, 19)
305-2	Energy indirect (Scope 2) GHG emissions	Appendix to the 2020 ESG Report (p.44-45)
305-4	GHG emission intensity	
305-5	Reduction of GHG emissions	
<b>WASTE</b>		
<b>MANAGEMENT APPROACH 2020</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.21)  Appendix to the 2020 ESG Report (p.43, 47)  Waste takes many shapes and forms. Our three key waste streams are food waste, construction waste and waste from events. The impacts of waste mainly occur from our own operations through property development and renovations our operations can generate significant amounts of construction waste and waste associated with furniture and fixtures. Food waste occurs both at restaurants offered to guests and visitors, as well as our team member restaurants.
103-2	The management approach and its components	We have been recycling since 2012. Today, we look to encourage circular economy through reduction, reuse, recycling and waste to energy.  Contracts are in place to manage the following items: Paper, plastic, metal and aluminum, cooking oil, batteries and other e-waste (including computers, monitors, televisions, projectors, water dispensers, vacuums, and hair dryers), toner cartridges, light bulbs, playing cards and mattresses. Wooden pallets are often collected and reused by contractors.  We have established recycling champions team and green ambassadors to set targets, map processes, drive initiatives, field activities, and communicate with various stakeholders to embrace waste reduction and recycling. Monthly, quarterly and annual reviews with champions and ambassadors help to measure our progress, achievements, and challenges to push the boundaries and explore new opportunities to enhance the program.
103-3	Evaluation of the management approach	We measure and manage our environmental performance by recording and analyzing data from contractors to improve our operations. We also engage a third-party expert to verify waste generation. For more information, please refer to our Environmental Responsibility Policy.  We conduct food waste audits, utilize digesters and de-watering technology, donate food to local animal shelters and under normal conditions we organize an annual Clean Plate Challenge. This year we introduced smart kitchen technology in two locations to measure plate waste to help identify areas for improvement.  For more information, please refer to management approach for Waste and Aspect A1: Emissions.

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>WASTE</b>		
<b>MANAGEMENT APPROACH 2020</b>		
306-1	Waste generation and significant waste-related impacts	2020 ESG Report (p.21)
306-2	Management of significant waste-related impacts	
<b>GRI 306: WASTE (2020)</b>		
306-3	Waste generated	2020 ESG Report (p.12, 21)
306-4	Waste diverted from disposal	Appendix to the 2020 ESG Report (p.47)
306-5	Waste directed to disposal	
Non-GRI	Volumes of food waste	In 2020, 234.6 tons of food waste was produced at our properties.
Non-GRI	Reduction of food waste	In 2020, the significant reduction in visitation resulted in a 65% reduction in food waste. Plate waste per cover in 2020 decreased 10.4% year-on-year.
<b>SOCIAL</b>		
<b>TALENT MANAGEMENT</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.24-26) Appendix to the 2020 ESG Report (p.43, 48-49)
103-2	The management approach and its components	2020 ESG Report (p.26-28) Appendix to the 2020 ESG Report (p.48-49)  To ensure that team members can take advantage of learning opportunities, we have developed an Educational Assistance Policy. Our team members receive formal training on eco-awareness, to drive our sustainability performance. Further, relevant team members of our workforce receive training on antibribery and corruption as well as responsible gaming. We provide training relevant to an individual's role, regardless of gender, other diversity factors, and team members level. Specifically, on eco-awareness and how to further drive sustainability, we engage our team members through a range of channels, including:
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Orientation</li> <li>• Team member handbook</li> <li>• Department training</li> <li>• Daily pre-shift meetings</li> <li>• Quarterly newsletters</li> <li>• Property tours</li> <li>• Wall displays</li> <li>• Video messages</li> <li>• Sustainable product giveaways and special events</li> </ul>
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
404-1	Average hours of training per employee	2020 ESG Report (p.13) Appendix to the 2020 ESG Report (p.51)
404-2	Programs for updating employee skills and transition assistance programs	2020 ESG Report (p.27)
404-3	Percentage of employees receiving regular performance and career development reviews	Appendix to the 2020 ESG Report (p.51)

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>SOCIAL</b>		
<b>TALENT MANAGEMENT</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.27-28) Appendix to the 2020 ESG Report (p.43, 48-49, 51)
103-2	The management approach and its components	Each team member is provided with a handbook that includes information with respect to overtime, equal opportunity and non-discrimination, leave management and attendance policies. All human resources policies and guidelines are available to team members via our intranet (myNET). Regular departmental due diligence is undertaken, together with annual trainings on the Macao Labour Law provisions. Compensation guidelines apply to all team member levels and are applied in instances of promotion and salary adjustments. To attract, retain and motivate high performing individuals, Sands China applies an equal pay for equal work principle. Remuneration for team members is determined by reference to market practice and conditions combined with the performance of the individual. We adopted an Equity Award Plan to attract and retain talented individuals. We offer a diverse approach to cater to the needs of our team members and encourage two-way communications via different channels, including an e-enquiry platform, team member concierge services, comment forms and focus groups. We ensure timely feedback and appropriate follow up actions on comments and ideas received from team members through a team of human resources specialists at each property.
103-3	Evaluation of the management approach	
<b>GRI 401: EMPLOYMENT 2016</b>		
401-1	New employee hires and turnover	Appendix to the 2020 ESG Report (p.50)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2020 ESG Report (p.27-28) Appendix to the 2020 ESG Report (p.49) All team members are entitled to full medical and dental care insurance plans, social security funds, maternity leave, annual leave, advance annual leave, sick leave, casual leave, compassionate leave, matrimonial leave (for those employed over three months), and group life and accident insurance. A yearly physical check-up is also provided for team members that work in smoking areas, and hospitalization leave is provided for Executive team members. Facilities provided for all team members include 24-hour team members meals, an internet lounge, recreation facilities, team member parking, 24/7 shuttle bus, showers and lockers. Team members can also enjoy discounts on Cotai Water Jet, Cotai Arena shows, CotaiExpo, hotel accommodation, restaurants and certain retail stores.
Non-GRI	Fair compensation	Appendix to the 2020 ESG Report (p.69)

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>SOCIAL</b>		
<b>HEALTH, SAFETY AND WELLBEING</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.28) Appendix to the 2020 ESG Report (p.43, 48-49)
103-2	The management approach and its components	We ensure compliance with relevant laws and regulations and adhere to the Occupational Safety Guidelines issued by the Labour Affairs Bureau. We have set companywide priorities for health and safety that we monitor through our performance appraisal system. All our related health and safety policies are available on our intranet (myNET) for team members to retrieve anytime.
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
403-1	Occupational health and safety management system	An Occupational Health and Safety Management System has been implemented which seeks to reduce occupational injuries and diseases through hazard elimination and risk minimization.  In 2020, ISO45001:2018 Occupational Health & Safety Management System was developed and implemented in four more departments including food & beverage, housekeeping, security and procurement & supply chain. In 2021, another key department casino operation will start to develop ISO45001:2018 system.
403-2	Hazard identification, risk assessment, and incident investigation	Identifying work-related hazards is everyone's responsibility. Formal and regular hazard identification is conducted by our team of over 300 Safety Wardens, while working in their departments to increase awareness and educate their peers. All departments will have at least one Safety Warden who receive specialized OHS training. Safety Wardens meet regularly to formulate precautionary measures and supervise related practices, ensuring that all OHS objectives are met by following up on results.  Team members can report work-related hazards via SCL's anonymous hotline and key access points such as at team member concierge. It is rare that team members ask to be removed from situations they feel are hazardous – often only done when an employee has a pre-existing medical condition that recommends against a specific type of work.  Should an incident occur in the workplace, the following steps are taken: 1. The individual will visit the in-house doctor at our 24-hour clinic for an immediate assessment, to determine if the individual should be sent to the hospital. 2. Once appropriate, an interview is conducted along with relevant security personnel to determine whether there are changes that can be made either to the site of the injury or the process to avoid reoccurrence. 3. If the injury was a result of an unsafe site, a maintenance request will be submitted for repairs.  Majority of injuries that occur on-site include overextensions or sprains; clamp, stab or cuts; stepping on or striking against an object; or falls on level ground and can be avoided with stronger awareness. For this reason, we post a life size poster in our heart-of-house that displays the types of injury and preventative actions that can be used to avoid them.
403-3	Occupational health services	Sands China provides: <ul style="list-style-type: none"> <li>• 24/7 Employee Assistance Program: Including a free 24-hour confidential counseling service for all team members and their family members.</li> <li>• Counseling, accident prevention and risk control workshops.</li> <li>• Onsite team member clinic in each property for regular and emergency situations.</li> <li>• Annual body check for applicable team members.</li> </ul>
403-4	Worker participation, consultation, and communication on occupational health and safety	The Safety Committee, comprised of senior management from each department, monitors performance, tracks and provides training to minimize work related injuries. The Committee holds monthly meetings to discuss any trends and take appropriate action as necessary.
403-5	Worker training on occupational health and safety	Since 2018, 14,731 (incl. hotel partners) / 13,721 (excl. hotel partners) team members have attended the hotel and catering safety card training, of which 11,206 (incl. hotel partners) / 10,230 (excl. hotel partners) team members have obtained the cards, representing a 95% (avg.) passing rate. New team members automatically receive the training when coming on board. The training is specific to the nature of our work in the industry, covering common hazardous situation and risk mitigation.
403-6	Promotion of worker health	We aim to provide a holistic approach to health and safety. As many team members spend their day in non-seated positions, we encourage a healthy lifestyle so that the somewhat physical demands of the job come with ease. We hang educational posters encouraging team members to stretch and relax prior to commencing work. Our housekeeping at The Venetian Macao will even run a group stretch pre-shift to remind team members to be mindful of their bodies.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We expect suppliers to provide their workers with a safe and healthy workplace, in line with applicable laws and regulations, and ensure that workplaces have adequate ventilation, lighting, temperature control and bathroom facilities. They must respect workers' rights to refuse unsafe work and maintain ability to report unsafe working conditions. For more information, please refer to our Supplier Code of Conduct.
403-9	Work-related injuries	Appendix to the 2020 ESG Report (p.49)
Non-GRI	Emergency situations	See management approach for Health and Safety (guest).

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>SOCIAL</b>		
<b>HEALTH AND SAFETY (GUEST)</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.28) Appendix to the 2020 ESG Report (p.43)
103-2	The management approach and its components	Guest safety is overseen by the Occupational Health and Safety Department, who ensures that team members are aware of emergency procedures and that facilities are maintained in a safe and appropriate manner. Emergency drills take place annually on Sands China properties, whereas properties under different management contracts, such as Sheraton Grand Macao, may conduct more frequent drills in line with their own global standards. In order to grant annual licensing, we may be inspected by the Macao's Fire Services Bureau and Labour Affairs Bureau.
103-3	Evaluation of the management approach	As for internal audits, a qualified team member will undertake a monthly inspection following ISO 45000 guidelines. The importance of food safety management at Sands China is reflected by our ISO 22000:2005 certification for food and safety management. In 2020, this included audits of 27 food and beverage vendors. We also follow local government food safety law and regulations and apply the global food safety policy of LVS.
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2020 ESG Report (p.28) There were no confirmed incidents of non-compliance concerning health and safety impacts of our products.
<b>RESPONSIBLE GAMING</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.36) Appendix to the 2020 ESG Report (p.43)
103-2	The management approach and its components	Our Chief Responsible Gaming Officer and Vice President of Special Gaming Projects is responsible for managing our responsible gaming programs, including The Responsible Gaming Ambassador program. Regular feedback is obtained to ensure our responsible gaming initiatives are being well received. We also proactively seek advice in order to improve and enrich our program. An annual responsible gaming report is being submitted to DICJ with follow-up actions when needed.
103-3	Evaluation of the management approach	Starting from December 2018, Macao Law restricts designated Macao casino workers from entering Macao casinos during off duty hours (aside from the first three days of Lunar New Year). Sands China has been supportive to the implementation of the Law where intensive training and promotion has been conducted so as to educate team members of the new regulations to ensure clarity and compliance.  For more information see our Company's website: <a href="https://www.sandschina.com/ebook/Game-Responsibly.html">https://www.sandschina.com/ebook/Game-Responsibly.html</a>
<b>GRI 417: MARKETING AND LABELING 2016</b>		
417-2	Incidents of non-compliance concerning product and service information and labeling	We have had no incidents of non-compliance with regulations or voluntary codes in 2020 relating to product and service information or labelling, and have received no fines, penalties or warnings.
417-3	Incidents of non-compliance concerning marketing communications	We have had no incidents of non-compliance with regulations or voluntary codes in 2020 relating to marketing communications, and have received no fines, penalties or warnings.

GRI STANDARD	REQUIREMENT	PAGE, REFERENCE OR ADDITIONAL COMMENT
<b>SOCIAL</b>		
<b>CYBER ATTACKS, DATA FRAUD AND THEFT</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.33, 35, 37)  Appendix to the 2020 ESG Report (p.43)  Cybersecurity is overseen by a Data Protection Officer and Legal Department alongside a privacy team dedicated to draft and implement data protection policies and procedures across the organization. Sands China adheres to the relevant legislation and regulation in terms of cybersecurity, namely the Gaming laws and the Gaming Subconcession Contract, the Macao Personal Data Protection Act 2017, and the Criminal Code and Law 11/2009 (IT Crimes). Breaching any of these privacy policies and procedures may lead to disciplinary sanctions. In December 2019, the Macau Cybersecurity Law ("MCSL") came into force.
103-2	The management approach and its components	At the global level, we follow our Global Privacy Policy. This policy sets forth the principles that govern our treatment of personal data. For our properties, we have developed our own Privacy Policy, which explains the practices on how we collect data and give options to users on how their data is collected and stored. Other cybersecurity related policies include our Confidential Information Policy, Personal Data Protection Guidelines, Information Technology Use Policy, and Personal Data Monitoring Policy.
103-3	Evaluation of the management approach	We apply a Data Loss Prevention system to monitor our emails and our network. We have also installed our server across different properties for added security and have a dedicated team responsible for protection of our data.
<b>GRI 418: CUSTOMER PRIVACY 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During 2020, we received no complaints concerning breaches of customer privacy and have not identified any leaks, thefts, or losses of customer data. We have not recorded any digital attack incidents during the year.
<b>GUEST EXPERIENCE AND SATISFACTION</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its boundary	2020 ESG Report (p.37)
103-2	The management approach and its components	Appendix to the 2020 ESG Report (p.43)
103-3	Evaluation of the management approach	
Non-GRI	Results of surveys measuring customer satisfaction	In 2020, the significant reduction in visitors due to the pandemic has led to a small sample size upon which to gauge guest satisfaction, and in some instances our surveys were postponed. Surveys will be recommenced when more normal service resumes.



## SANDS ECO•360

Our responsibility to the planet is as important to us as our commitment to the comfort and well-being of our guests and team members. The Sands ECO360 global sustainability strategy is designed to help minimize our environmental impact. It reflects our vision to lead the way in sustainable building development and resort operations. Driven by an aspirational idea, made possible through the dedication and hard work of our team members, we continue our journey to a more sustainable future.

For more information, visit our website:  
<https://www.sandschina.com/community-affairs/environment.html>

Please take a moment to tell us what you think by contacting us at  
[SCL.sustainability@sands.com.mo](mailto:SCL.sustainability@sands.com.mo)

## ABOUT SANDS CHINA

Sands China Ltd. (HKEx: 1928) is the leading developer, owner and operator of multi-use integrated resorts and casinos in Macao. Macao is the largest gaming market in the world as measured by casino gaming revenue and is the only location in China offering legalized casino gaming. Venetian Macau Limited, our subsidiary, holds one of six concessions or subconcessions permitted by the Macao government to operate casinos or gaming areas in Macao.

We are a subsidiary of Las Vegas Sands Corp. (NYSE: LVS), the parent company of The Venetian® Resort-Hotel-Casino and The Palazzo® Resort-Hotel-Casino, Sands® Expo and Convention Center in Las Vegas and Marina Bay Sands in Singapore.

