

SANDS CHINA LTD.

2018

STOCK CODE: 1928

SUSTAINABILITY REPORT

EXPERIENCE SUSTAINABLE EVENTS

UNFORGETTABLE EVENTS

Sustainability meets
the runway

ENVIRONMENTALLY
RESPONSIBLE OPERATIONS

Exploring solutions
to tackle waste



This Sustainability Report is printed on recycled paper using soy ink

EXPERIENCE SUSTAINABLE EVENTS

The Sands Macao Fashion Week 2018 ("SMFW18") took place in October, highlighting top brands showcased by celebrity runway models. In addition to promoting local designers, we also communicated with attendees that keeping in stride with the latest trends should not be at the cost of the environment. The exhibition "Fashion Rejuvenation – Exhibition of Eco-Friendly and Functional Fashion," exclusively presented by the Macao Fashion Gallery, inspired local fashion designers to use recycled fabrics to give garments a new lease on life. For more on the SMFW18, please see the section, *Green Meetings and Events*.



Shoppes at Venetian

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Unless otherwise indicated, capitalized terms used but not defined herein shall have the meaning ascribed to them in our 2018 Annual Report.

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

WELCOME TO OUR 2018 SUSTAINABILITY REPORT

MESSAGE FROM OUR PRESIDENT AND CHIEF OPERATING OFFICER

Dear Stakeholders,
I am pleased to present Sands China's 2018 Sustainability Report, our account on the progress and achievements made over the past 12 months.

At Sands China Ltd. ("Sands China" or the "Company"), we integrate sustainability into all that we do, from renovations and procurement, to housekeeping and special events. Our award-winning Sands ECO360 Global Sustainability Strategy was established in 2010 and pushes us to reach our vision of leading the way in sustainable resort operations. In the first three years of the most recent five-year reporting cycle, I am proud to see all the achievements we have made.

In 2018 alone, we saved 26.3 million kilowatt hours ("kWh") of energy through 14 projects. We have been working on reducing our energy consumption for several years now and nearly all relatively simple and low investment upgrades have been completed. We must now look to new innovations in order to meet our 2020 targets. This year, we began piloting a hybrid energy technology that can reduce the amount of fuel needed to heat water by as much as 60%, minimizing both energy consumption and greenhouse gas ("GHG") emissions. In the future we will continue to explore new technologies to further reduce our impact on the environment.

Hosting large scale events puts into perspective the amount of waste generated in the most unexpected areas. To minimize the environmental footprint of two of our key events, The Sands Macao Fashion Week 2018 and The Sands Supplier Excellence Awards, we piloted zero waste initiatives as part of our signature Green Meetings program. Where possible, we avoided single-use items with the aim to reduce our waste. Additionally, food

was sourced from within a three-hundred-mile radius to avoid unnecessary emissions. While many challenges remain to achieve a full zero waste to landfill event, we are committed to working with our suppliers to find solutions.

Our sustained efforts would not be possible without the dedication, loyalty and continued hard work of our team members. In Macao we compete for a limited labor supply, posing a potential long-term risk to our business. That said, nearly a third of our workforce has now been with us more than a decade, with an additional 6,200 team members celebrating their 10-year anniversary with the Company in 2018. Seeing this trend gives me a great source of pride, knowing that our team members are satisfied with the progression of their careers with Sands China.

In 2018, we released a formal policy to prevent discrimination and sexual harassment in the workplace, the first of its kind amongst Macao's integrated resorts. Paired with training that will be delivered to all team members, this policy ensures that team members have the right to be treated as equal and with respect when at work. We also introduced a new healthy lifestyle program: myFITNESS. Team members are encouraged to "go green" every Monday with a choice of six meat-free choices in our team member dining rooms. This not only encourages healthier eating habits, but can also reduce carbon emissions.

Our sustainability performance and commitment to transparency have gained us international accolades. Las Vegas Sands Corp. ("LVS") (NYSE: LVS), our parent company, was included in the prestigious Dow Jones Sustainability North America Index, as well as recognized by CDP, the leading environmental disclosure organization, on its A Lists in both water and climate change categories. Sands China was selected as a constituent company



in the FTSE4Good Index Series. In addition, The Venetian Macao has been awarded the Macao Green Hotel Platinum Award, becoming the first and only hotel in Macao to earn this designation.

I am confident in the future of Macao. We will be investing over US\$2.2 billion into new projects over the next three years. This comes at a time when the Hong Kong-Zhuhai-Macao Bridge creates new opportunities for the Greater Bay Area. I look forward to expanding our networks, and exchanging innovative ideas and technologies with our close neighbors.

On behalf of the Board and Management, we invite you to read more about our commitment to sustainability and our progress during the 2018 reporting year. We welcome your feedback and thoughts on this report and look forward to a bright and sustainable future.

DR. WILFRED WONG

President and Chief Operating Officer and
Executive Director of Sands China Ltd.

2018 SUSTAINABILITY HIGHLIGHTS

Through the year, we strengthened our efforts to minimize our impacts on the environment and extend support to the local community.

AWARDS AND CERTIFICATIONS

2018 AWARDS



LEED¹ Silver® for Building Design and Construction
(The Parisian Macao)



Macao Green Hotel Platinum Award
(The Venetian Macao)



Macao Green Hotel Gold Award
(The Parisian Macao and Four Seasons Hotel Macao)



ISO20121 Event Sustainability Management System
(The Venetian Macao and The Parisian Macao)



ASHRAE Technology Award – Global Honorable Mention Award

Note

¹ The U.S. Green Building Council's LEED® green building program is the pre-eminent program for the design, construction, maintenance, and operation of high-performance green buildings. Learn more at <https://new.usgbc.org/leed>.

26.3

MILLION kWh

of energy saved through LED installations and optimization of temperature control.



35,000

HYGIENE KITS

built in 2018 for Clean the World during the fifth year of our partnership.



100%

of The Parisian Macao's bus fleet running on low-emission compressed natural gas ("CNG").



168,072

TEAM MEMBER ACTIONS

aiming to protect the environment taken.



90

COMMUNITY ACTIVITIES

supported in 2018, including Fuhong Society of Macao's "Happy Market" and response to Typhoon Mangkhut.



125,000

CLEAN PLATES RETURNED

during the Clean Plate Challenge, reducing food waste.



14

SIGNATURE RESTAURANTS

across our resorts offering meat-free dishes, in addition to green menu available for meetings, incentives, conferences and exhibitions ("MICE") clients.

TWO ZERO WASTE

TO LANDFILL EVENTS PILOTED

including The Sands Macao Fashion Week 2018 and The Sands Supplier Excellence Awards 2018.



4,613

TONS OF WASTE DIVERTED

through recycling in 2018.



SANDS CHINA AT A GLANCE

Sands China, a subsidiary of LVS, owns and operates The Venetian Macao, Sands Cotai Central, The Parisian Macao, The Plaza Macao and Sands Macao. We also own CotaiExpo, one of the largest exhibition centers in Asia; Macao's largest

entertainment venue, the Cotai Arena; and one of the major high-speed ferry companies operating between Hong Kong and Macao, Cotai Water Jet.



SANDS COTAI CENTRAL

THE PARISIAN MACAO

SANDS MACAO

Opening: 2012
Team members: 6,083
Rooms and suites: 6,246
<https://www.sandscotaicentral.com>



**MACAO GREEN
HOTEL AWARD -
GOLD 2018**

Opening: 2016
Team members: 5,741
Rooms and suites: 2,541
<https://www.parisianmacao.com>



**LEED SILVER® FOR
BUILDING DESIGN AND
CONSTRUCTION**

**MACAO GREEN HOTEL
AWARD - GOLD 2018**

Opening: 2004
Team members: 2,746
Rooms and suites: 289
<https://www.sandsmacao.com/>



**MACAO GREEN
HOTEL AWARD -
SILVER 2018**

As of December 31, 2018, we offered to our guests and visitors 12,341 rooms and suites, 151 restaurants, 2.1 million square feet of retail malls, 1.7 million square feet of MICE space, 4 permanent theatres, a 15,000-seat arena and some of the world's largest casinos. Taken together, the integrated resorts maintain and operate the highest room and convention space in Macao.

We are also the largest private sector employer in the region, with more than 28,304 full-time team members.

Last year, our properties attracted a combined total of 99.3 million visitors or approximately 272,000 visitors each day, bringing some 990,000 visitors to Macao specifically for MICE events throughout the year. Our resorts operations are served by our CotaiLimo service and our CotaiShuttle bus service, while our high-speed Cotai Water Jet ferry service connects our Macao properties to the transportation hubs in Hong Kong.



THE VENETIAN MACAO

THE PLAZA MACAO

Opening: 2007
Team members: 10,092
Rooms and suites: 2,905
<https://www.venetianmacao.com/>



**MACAO GREEN
HOTEL AWARD -
PLATINUM 2018**

Opening: 2008
Team members: 1,285
Rooms and suites: 360
Plaza mansions: 19
<https://www.theplazamacao.com>

ENVIRONMENT

Our responsibility to the planet is as important to us as the comfort and well-being of our guests and team members. We demonstrate our commitment to environmental responsibility by promoting sustainable development, reducing the impact our operations have on the natural environment, while working in unison with our stakeholders to make a meaningful difference.

98%

OF RESORT LIGHTING

uses the latest LED energy saving technology.

28

SHUTTLE BUSES

have been re-engineered with ICR technology and battery operating air-conditioning.

194

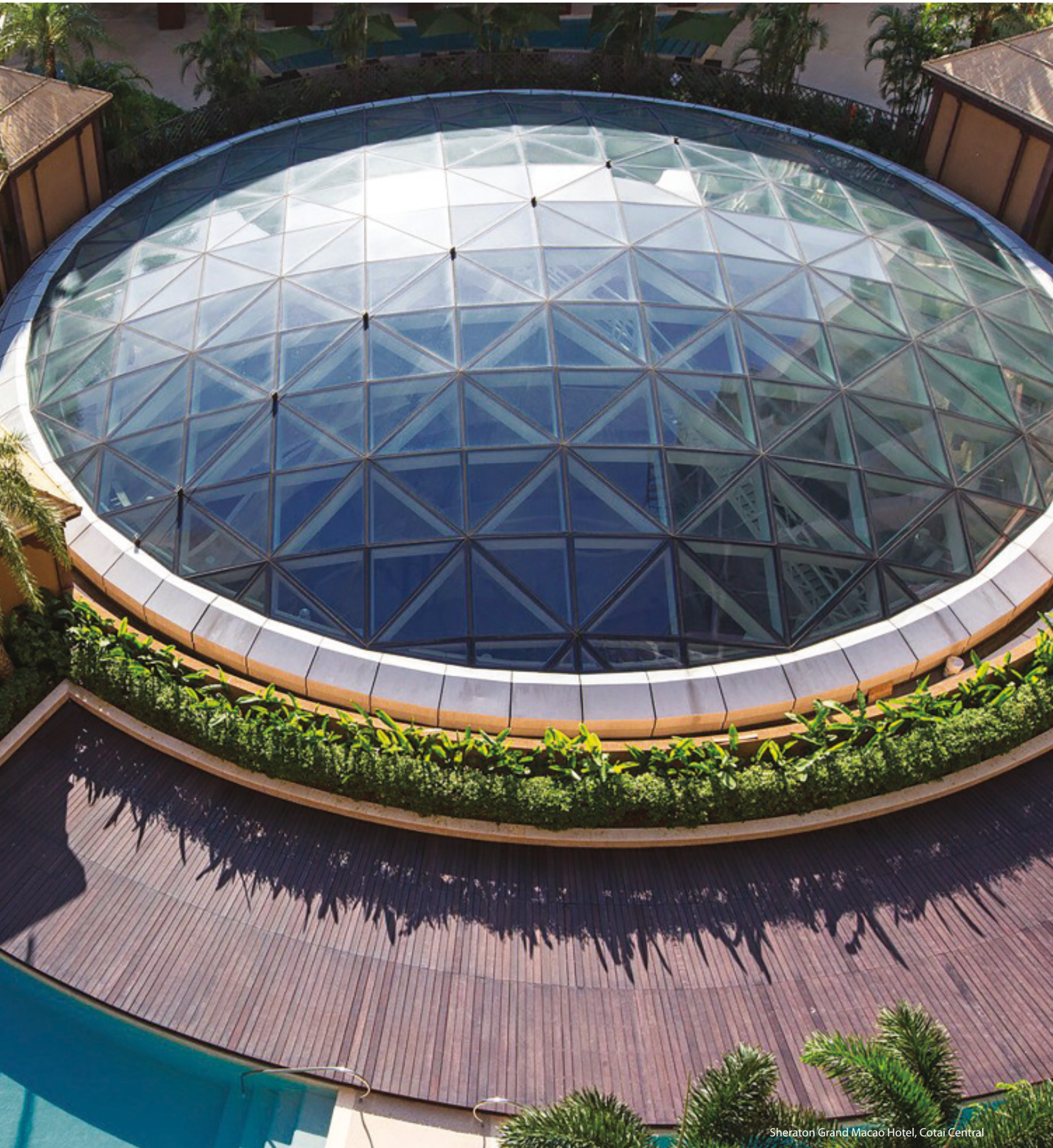
RECYCLING POINTS OFFERED

at Sands China facilities to collect and separate materials.

Established a partnership with World Wide Fund for Nature (WWF)

“JUST ONE”
HOTELS PROGRAMME.





Sheraton Grand Macao Hotel, Cotai Central

SANDS ECO360 STRATEGY

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



ENERGY

ENERGY EFFICIENCY

Designing high-performing buildings, conserving electricity, and deploying new technologies to reduce energy consumption.

RENEWABLE ENERGY

Seeking out renewable energy solutions, including on-site solar thermal and solar photovoltaic systems.



TRANSPORTATION

FERRY

Exploring advanced technologies and increasing fuel economy standards for our ferry fleet.

BUSES

Optimizing routes and utilizing alternative fuel sources to reduce emissions.



WATER

WATER EFFICIENCY

Upgrading fixtures and systems, enacting water conservation policies, and encouraging sensible water usage.

WATER REUSE

Sourcing non-potable water and harvesting rain and condensate water for landscaping, restrooms, cooling towers and other uses.



GREEN BUILDINGS



GREEN MEETINGS
AND EVENTS

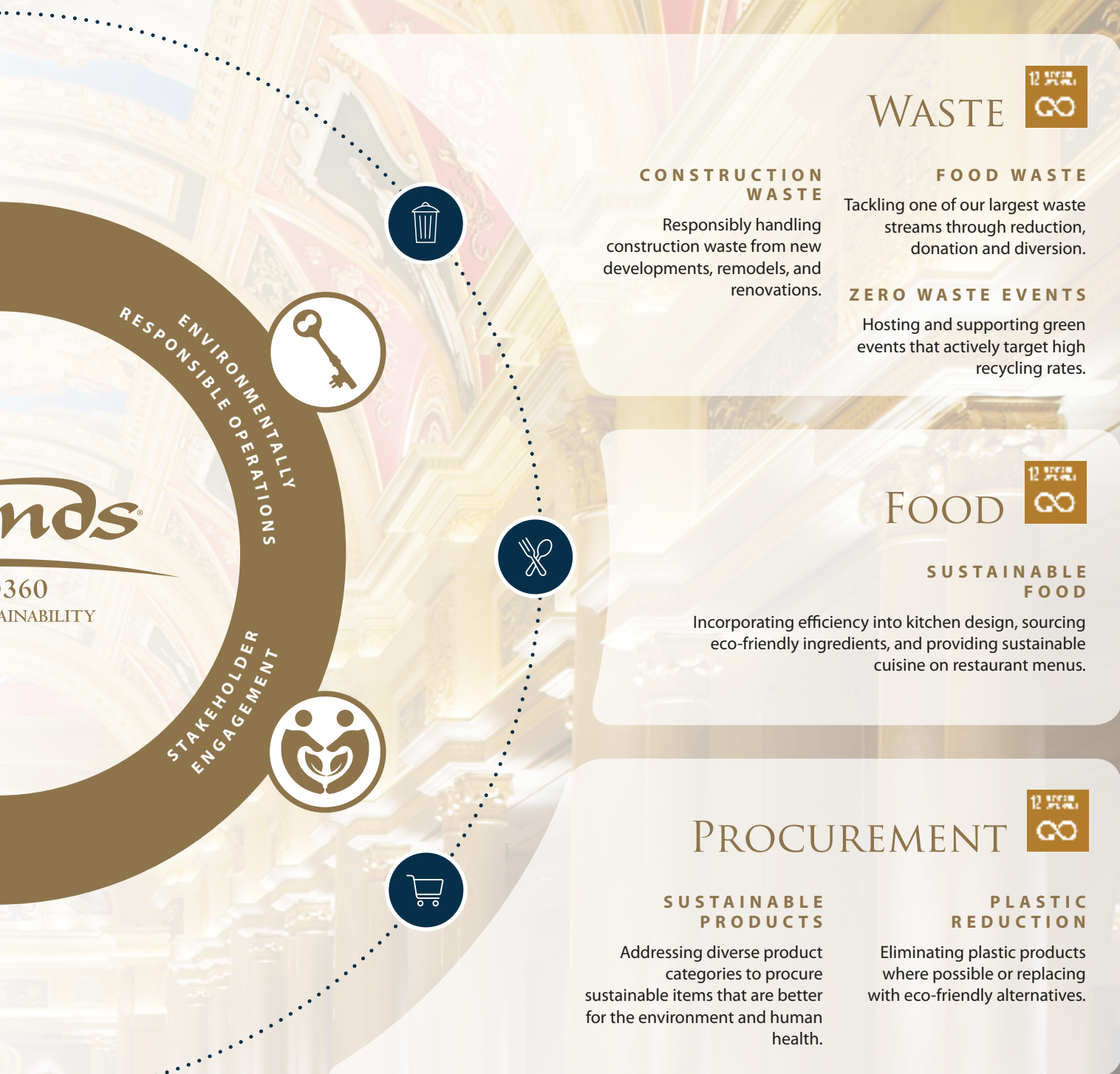


Sands

ECO360
GLOBAL SUSTAINABILITY

Key Theme Assessment

Identifying the right approach to incorporating relevant topics into a sustainability strategy is unique to each company. For us, considering criteria such as environmental impact, stakeholder relevance, risk, innovation, transparency, awareness building, and alignment with the existing strategy helped us prioritize the initiatives that matter the most.



GOING TO WORK ON WASTE

In 2018, we produced over 38,000 tons of waste, 33,000 of which was sent to Macao's incinerator. While this does enable a waste to energy conversion, we continue to work with a mindset that this disposal method is only to be used as a last resort. Throughout our Sands ECO360 pillars, we strive to find innovative solutions to minimizing and diverting materials throughout our business:

GREEN BUILDINGS

HIGH PERFORMANCE BUILDING DESIGN

Our goal is to develop integrated resorts that are not at the cost of the environment. Our Green Building pillar motivates us to seek innovative technologies in order to design and build high performance properties. With new construction projects comes both waste as well as new opportunities to address challenges. In 2019 we will renovate Sands Cotai Central into The Londoner Macao. Our team will make conscious efforts to find solutions in order to increase diversion rate.

GREEN MEETINGS AND EVENTS

PILOTING ZERO WASTE EVENTS

It is our ambition to present low impact solutions to our conference and meeting clients in order to support their own sustainability targets. In 2017 we developed our Zero Waste Events strategy, giving clear guidance on methods that can be used to reduce waste throughout the planning and execution of events. In 2018, we continued piloting the methods set forth in this strategy at The Sands Macao Fashion Week and The Sands Supplier Excellence Awards.



GREEN BUILDINGS



GREEN MEETINGS AND EVENTS

CHALLENGES AHEAD

At the beginning of 2018, the introduction of new legislation significantly changed global traditional recycling systems. This has challenged recyclers and producers all over the world to find new solutions for processing scrap plastics, paper, and other recyclables. At Sands China we are taking the challenge head on, finding ways to minimize waste at the source by working more closely with our suppliers and local recyclers to increase our diversion rate.

ENVIRONMENTALLY RESPONSIBLE OPERATIONS

GETTING TOUGH ON ORGANIC WASTE

In order to obtain a detailed understanding of the different types of waste produced on-site, we conducted a waste audit in team member dining areas. The results found that more training and proper waste separation were needed to improve our handling of organic waste. Along with this, we began piloting a new piece of equipment, the Dehydra. Organic waste, including post-consumer food waste, can be placed within the state-of-the-art appliance which extracts oil and water from the food, enabling up to 70% reduction in weight of food waste.

STAKEHOLDER ENGAGEMENT

A RECORD BREAKING CLEAN PLATE CHALLENGE

While diversion is a key component in our efforts to reduce waste, the most successful solutions are always those that eliminate at the source. For four years running, our Clean Plate Challenge mobilizes team members to take only what they will eat and return a clean plate at the end of the meal. Organizers take note of the different waste produced, in order to make improvements year-on-year.



OUR TARGETS

The United Nations 17 Sustainable Development Goals ("SDGs") have unified the world in creating a shared vision for people and planet both now and into the future. This urgent call to action asks governments and businesses alike to tackle pressing global issues.

In 2016, at the beginning of our five-year goal setting and reporting cycle, we established a new baseline and aligned our strategy with the SDGs. To identify where our largest environmental impacts and our most significant opportunities lie, we evaluated how each of the 17 SDGs relates to our Company's operations. With principled prioritization in mind, we adopted SDG 6 (clean water and sanitation), 7 (affordable and clean energy), and 12 (responsible consumption and production), using an approach that we tailored to our business.

Energy, water, and waste have been cornerstones of the Sands ECO360 program since its inception. Embracing the SDGs has heightened our sense of purpose as a company and reinforced our determination to meet our goals. By strategically dedicating resources toward energy efficiency, water conservation, and responsible consumption, we strive toward the future that we all envision.

Strategic Integration

CHASING ASPIRATIONS

We have integrated the SDGs into our sustainability strategy using a tactical approach by only focusing on goals, targets, and indicators that our business can directly influence.

TRANSLATING ASPIRATIONS INTO TARGETS

Once we had selected the most relevant and meaningful SDGs, we translated the bold intent of these goals into actionable targets that our business can measure and manage. We defined what SDG terms such as "doubling" and "substantially increasing" energy and water-use efficiency meant for our operations over given time horizons.

TURNING TARGETS INTO ACTIONS

The unwavering and resolute 15-year timeline proposed by the United Nations requires forward-thinking planning and ambitious innovation beyond our standard five-year cycle in addition to rapid implementation of existing technologies in the short term. Developing internal action plans and roadmaps at all our resorts helps us carry out tangible initiatives globally.

CONVERTING ACTIONS TO RESULTS

Ongoing measurement of our environmental performance ensures that we don't lose sight of our goals. Although we may not always reach our milestones, we are committed to reporting on our progress to strengthen accountability.

USING RESULTS TO SHAPE THE FUTURE

Our sustainability program is not static nor is our adoption of the SDGs. While our primary focus is on progress under our selected goals and existing targets, we periodically review new opportunities and emerging environmental issues for integration into our strategy.





Canton, The Venetian Macao



Sands Macao



ENERGY

Our resorts make up tens of millions of square feet of building space that require energy to cool down and light up.

2020 TARGETS¹ (SBT²)

6%
Reduction for resort operations emissions

6%
Reduction for ferry operations emissions

PROGRESS TO DATE

1.4%
Reduction for resort operations

10.1%
Increase for ferry operations

WATER

Water is an integral part of the experience we create for our guests. Exquisite pools and spas, lush landscapes, and elegant fountains create a refined ambiance at our resorts.

2020 TARGETS¹

3%
Reduction per square foot³

PROGRESS TO DATE

5.3%
Reduction per square foot

WASTE

We host thousands of guests and visitors in our resorts each day. We proactively manage our waste footprint by targeting key areas where we can reduce, reuse, and recycle.

2020 TARGETS¹

5%
Increase in the diversion rate

PROGRESS TO DATE

0.4%
Decrease in the diversion rate

Notes

1. Targets use a 2015 baseline
2. Science Based Target
3. Reduction per gross square footage includes both conditioned and non-conditioned space to account for outdoor landscaped areas

SANDS ECO360 ACTIONS

168,072
actions achieved in 2018

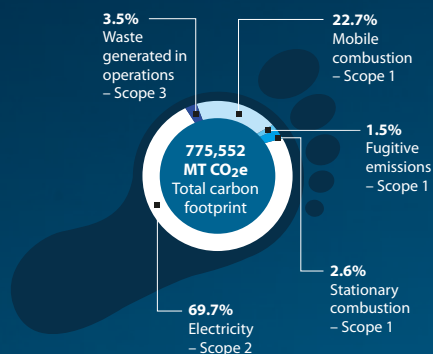
496,298
actions completed since 2015

500,000
targets

ENVIRONMENTAL PERFORMANCE

COMPANY-WIDE EMISSIONS PERFORMANCE

CARBON FOOTPRINT

(MT CO₂e)

ENERGY CONSUMPTION

(GIGAJOULES)

Direct energy
2,855,515
55%

By source (direct energy)
Gasoline: 15,262
Diesel: 2,423,328
Natural gas: 235,599
LPG: 181,326

Indirect energy
2,322,077
45%

By source (indirect energy)
Electricity: 2,322,077



RESORT OPERATIONS

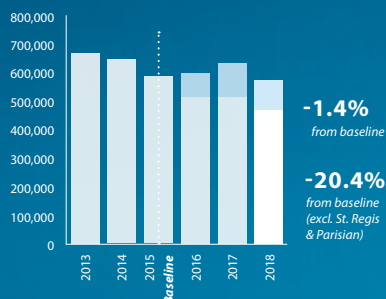


EMISSIONS INTENSITY *

SCOPE 1 & SCOPE 2
(MT CO₂e / 1,000 SQ. FT.)



EMISSIONS ABSOLUTE

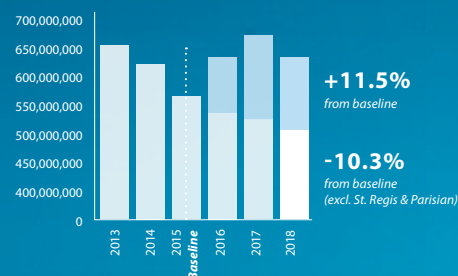
SCOPE 1 & SCOPE 2 (MT CO₂e)

2020 target: 6% reduction from the 2015 baseline



ELECTRICITY ABSOLUTE

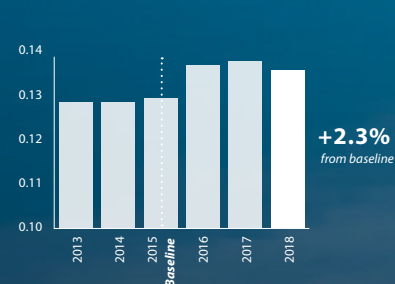
(kWh)



FERRY OPERATIONS



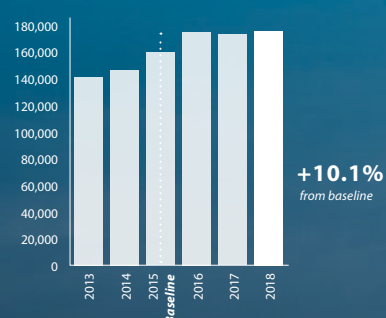
EMISSIONS INTENSITY *

(MT CO₂e/NAUTICAL MILE)

2020 target: 6% reduction from the 2015 baseline

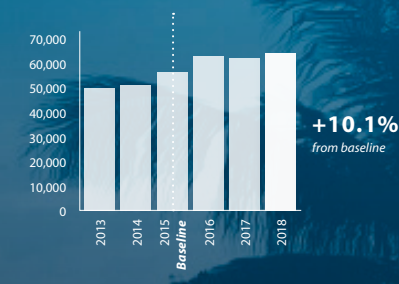


EMISSIONS ABSOLUTE *

(MT CO₂e)

FUEL CONSUMPTION *

(THOUSAND LITERS)



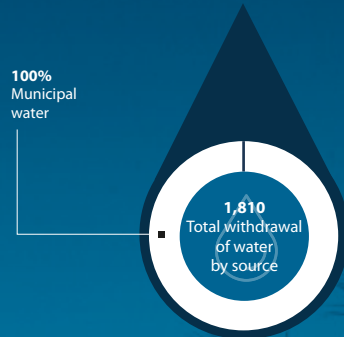
■ St. Regis Macao & The Parisian Macao ("St. Regis & Parisian")
■ Legacy properties



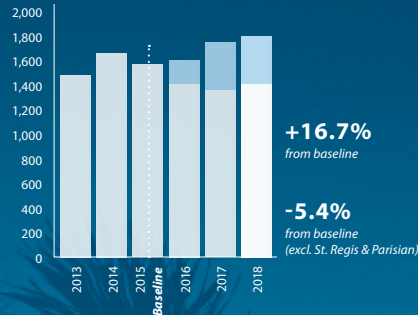
Excluding the newly opened St. Regis and The Parisian Macao, we reduced absolute Scope 1 and Scope 2 emissions by 20.4% and electricity consumption by 10.3% from the 2015 baseline at our existing resorts. Given an increase in the number of voyages from 2015, the emissions of our Cotai Water Jet service have gone up. We are currently evaluating technologies to increase ship fuel efficiency.

COMPANY-WIDE WATER PERFORMANCE

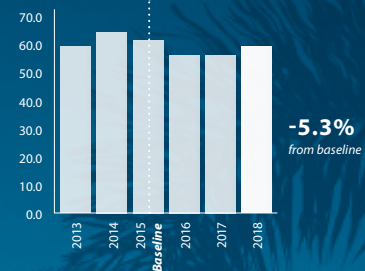
TOTAL WATER WITHDRAWAL (MILLION GALLONS)



WATER ABSOLUTE (MILLION GALLONS)



WATER INTENSITY* (GALLONS / SQ. FT.)



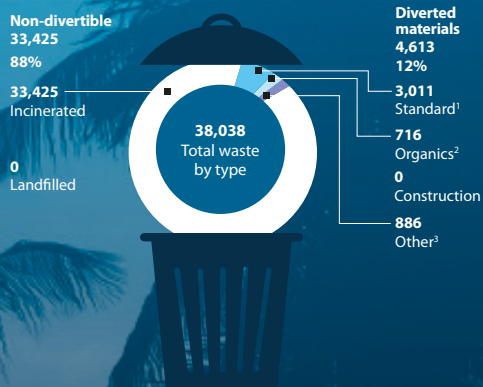
2020 target: 3% reduction from the 2015 baseline



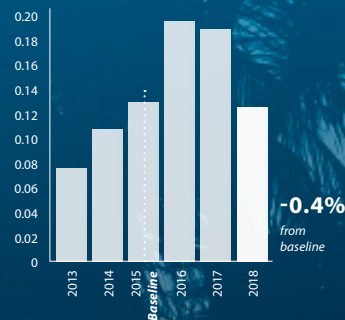
Excluding the newly opened St. Regis Macao and The Parisian Macao, we reduced absolute water consumption by 5.4% from the 2015 baseline at our existing resorts.

COMPANY-WIDE WASTE PERFORMANCE

DIVERTED MATERIALS (SHORT TONS)



WASTE DIVERSION RATE (%) *



2020 target: 5% increase from the 2015 baseline



Our waste diversion rate fell 0.4% compared to 2015 baseline. We are looking for opportunities to further reduce and divert our resorts' food waste, and improve construction and renovation waste management.

Notes

1. "Standard" includes: plastic, aluminum, cardboard, paper, glass and metal.

2. "Organic" includes: food waste, food donations, horticultural waste and cooking oil.

3. "Other" includes: recovered assets, batteries, e-waste, donations, light bulbs, soap and shampoo amenities.

* Represents whole portfolio

GREEN BUILDINGS

In 2013, our parent company, LVS, developed the global Sustainable Development Standards (“SDS”), offering a wide variety of solutions, guidelines and criteria for key issues that we identify in our projects. Over the years, we have been implementing our SDS, including the upgrades of The Parisian Macao in 2017. In order to learn and grow from experiences, and to continuously improve our performance, we revised the SDS to incorporate lessons learned from this recent development project, as well as other property-wide efficiency projects.



OUR NEWEST PROPERTY, THE
PARISIAN MACAO, WAS DESIGNED
AND CONSTRUCTED TO BE OUR
MOST SUSTAINABLE RESORT YET.

In 2018, our team finalized all documentation needed for the Leadership in Energy and Environmental Design ("LEED") certification. Encompassing key elements of our Green Buildings pillar of Sands ECO360, we are proud to announce that in early 2019, The Parisian Macao was certified LEED Silver®.



ENVIRONMENTALLY RESPONSIBLE OPERATIONS

Setting out to achieve our 2020 targets, we must challenge ourselves to look for new opportunities throughout our business. Pushing to be an industry leader in environmentally responsible operations, we aim to minimize the environmental impacts from our energy and water use, find alternatives to sending our rubbish to landfills, streamline the transportation services we offer, and present our guests sustainable menu choices.

ENERGY

Turning off lights, adjusting air-conditioning and opting for energy-efficient lighting may seem like small actions, but given the scale of our operations they can make all the difference in achieving our energy and emissions reduction targets.

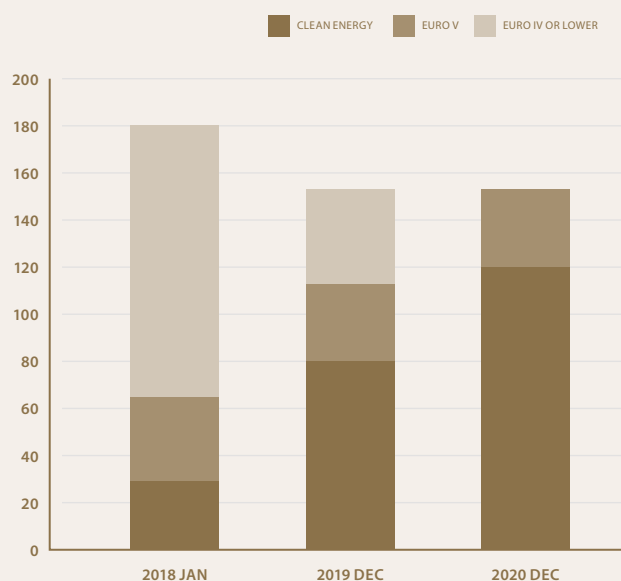
Last year alone we accomplished 14 energy efficiency projects, resulting in a 26.3 million kWh reduction. Understanding which projects to prioritize comes by way of conducting Level One, Two and Three audits on our facilities.

Level One projects may include raising the awareness of guests through signage and switching to LED lighting. On the other end of the spectrum, Level Three projects require significant resources with a long-term return on investment. This year, we began piloting a new Level Three technology in one of our properties to reduce the amount of energy used to heat water using a hybrid power source, increasing energy efficiency by as much as 50-60% and reducing our emissions. This project has been successfully running since July 2018 and we will transition to a solar thermal heat source in 2019.

TRANSPORTATION

In line with Macao's efforts to be a cleaner city, we are looking for areas where we can reduce our emissions. For the ease and comfort of those who wish to visit one of our properties, we offer a fleet of local transportation options. Since 2016, we have been introducing vehicles that run on CNG, a cleaner fuel source with less harmful pollutants, into our fleet to minimize air pollution. Today, all of The Parisian Macao's buses run on CNG.

Beyond The Parisian Macao, our Transportation Department has implemented a two-year vehicle replacement plan. In doing so, we are aiming to both reduce the overall number of buses in our fleet, as well as replace older versions (Euro IV and lower), with Euro V or other clean energy vehicles. Our target is for all our own guest shuttle buses to run on CNG or electric by 2021.



WATER

Water is an everyday necessity. It is used for potable drinking water, for daily cleaning, in our spas, and to fill our swimming pools and canals. In 2018, we continued to implement water conserving technologies in order to reduce our overall water use needed to sustain daily operations. Similar to our strategy for reducing energy, we conduct Level One, Two and Three audits to identify areas for water efficiency.

In recent years, the price of water in Macao has increased along with rising costs of fresh water and related water works. In order to incentivize both individuals and companies to reduce their consumption, the government has introduced a "Use More, Pay More" initiative, where large consumers pay more for consumption. As such, beyond meeting Sands ECO360 targets there is an economic benefit. Technical initiatives implemented across our

operations include installation of low flow water fixtures, leak monitoring and repairs, and automatic irrigation systems.

In order to help us achieve our targets, team members from time to time will identify areas for improvement. This year, our Vice President of Housekeeping for The Venetian Macao, The Parisian Macao and Sands Cotai Central worked closely with our towel supplier to produce a new line of bath linen with a smaller environmental footprint. The design of this towel utilizes a plush inner fabric with a thin decorative border. With the reduced overall weight of the product we can save on water use, in addition to energy and cleaning detergents at each wash.

Water efficiency improvement measures will continue in 2019 and 2020 through engagement with various stakeholders, embedding tools and technologies into our operations, and raising awareness among our team members and guests.

FOOD

When dining with us, our guests can expect a carefully designed menu with high-quality ingredients. What they may not know is the careful consideration that goes into choosing our food, from chili peppers to prawns, to ensure that sustainability considerations play a role in what visitors and team members can enjoy.

As we are a large buyer with an annual spend of more than MOP 46.6 million on sustainable seafood, we aim to purchase products that are third-party certified by credible eco-labels, such as the Marine Stewardship Council and Aquaculture Stewardship Council.

WASTE

The nature of our operations presents an unique opportunity for managing waste. With more than 270,000 daily visitors, ongoing renovation works and tens of thousands of team members, we generate various types of solid waste. In Macao, non-recyclable general waste is collected and sent to an incinerator that has the capacity to provide over 3% of the total electricity consumption needs of Macao.

From playing cards to carpets, onion peels to plastic wrap, we continue to search for innovative ways to rethink, reduce, reuse and recycle.

Meanwhile, when seeking to support our Green Monday initiative and green cuisine in feature restaurants, we look for a variety of sustainably grown and organic vegetables. Between 2017 and 2018, we saw an increase of more than 400% in the amount of organic produce purchased. Today, we offer meat-free dishes at 14 of our signature restaurants across Macao, as well as vegetarian and vegan menu offerings for our MICE attendees as part of the Green Meetings program.

Property-wide, we have set a goal to increase waste diversion by 5% by 2020, compared to 2015. In 2018, 4,613 tons of waste was diverted through various recycling programs.

With the changes in global recycling markets in 2018 due to new regulations, we are looking for different ways to tackle our various waste streams. Solutions include reducing or avoiding unnecessary waste, working more closely with local Macao recyclers and adopting circular economy strategies.

FOOD WASTE

Addressing food waste is vital in our long-term mission to reduce our waste footprint. With over 150 restaurants, banquets and team member dining rooms, seemingly small amounts of leftover food and kitchen scraps can add up significantly.

Tackling this waste stream starts first with reduction. Our bi-annual "Clean Plate Challenge" shows promising year-on-year results. For one week two times a year, team members dining in our canteens are encouraged to take only the amount of food they will eat.

RESULTS OF CLEAN PLATE CHALLENGE

58%

REDUCTION IN FOOD WASTE

during Clean Plate Challenge since 2015.

The weight of the leftovers is measured, with the waste then sent to our onsite food digesters.

Each day, we can convert seven tons of organic waste with our onsite food digesters. We are also exploring a pilot project of food donations to animal shelters in Macao.

While the use of food digesters have been successful across properties, there are limitations. For example, our existing food digesters cannot easily process oily foods. For this reason, it is typically used to reduce pre-consumer food waste from prep areas in kitchens, or food from team member dining areas, where chefs can control menus with ingredients that can be easily processed. That said, in 2018 we launched a new pilot program with Dehydra technology. This advanced system can process post-consumer food, and has the ability reduce 100 kilograms of food waste to 20-30 kilograms, a savings of up to 70%.

CONSTRUCTION WASTE

Globally, we closely monitor waste generated from construction sites, making conscious efforts to divert waste from landfill. With major renovation works kicking off in 2019 to redesign Sands Cotai Central into The Londoner Macao, we will cover construction waste in the 2019 Sustainability Report.



PROCUREMENT

Committed to reducing the environmental impacts from products and materials, our parent company LVS has implemented a Sustainable Procurement Policy. According to the direction of this Policy, our procurement team is actively looking for products that are environmentally preferable, meet internal sustainability criteria, and comply with all environmental legislation and regulatory requirements.

Our Procurement Department diligently seeks for opportunities to increase the number of items purchased that to satisfy these sustainability guidelines. In 2018, we worked on establishing a baseline to track performance, developing a plan, identifying opportunities for improvement, and providing training for team members to increase our ability to source sustainable items.

For more information on the labor standards considered during procurement, please visit the *Supply Chain Management* section of this report.

With plastic becoming a growing regional and worldwide issue, our Company has developed a firm stance on the use of single-use

22%

OPERATING SUPPLIES SPEND

on sustainable products, including paper, bed linen, office and cleaning supplies.

plastic in our operations starting in January 2019. As such, plastic will be covered in depth in the 2019 Sustainability Report.

GREEN MEETINGS AND EVENTS

As one of Asia's most exciting entertainment destinations, we offer some of the best convention and exhibition venues in the region. Our vision is to create long lasting impressions by providing caring, genuine service that will transform the entertainment and MICE industry.

We are committed to delivering green events that consider pressing sustainability issues in harmony with our efforts to reduce the overall environmental impacts of our Company. Our Event Sustainability Policy sits on a foundation of respect, environmental stewardship and community outreach, and is overseen by our management team to ensure implementation throughout all departments, business operations and even those we do business with in our supply chain. We continue to enhance our Green Meetings and events programs through the application of our certified ISO 20121 Event Sustainability Management System.

We continue to work closely with our Convention and Exhibition organizers to come up with innovative ways to expand their knowledge about Green Meetings and explore partnership and collaboration opportunities for their future events. With a dedicated Green Meeting Concierge, we are eager to provide a one-stop service to catering to our global clients' sustainability and wellness needs.

We revised our Green Meetings strategy in 2016 to encompass additional events and venues at all our properties. As part of the expansion of the program, we set an aspirational goal of hosting a full zero waste meeting in the future. We started by piloting various initiatives, such as zero food waste to landfill and paper-free events, and aim to include a zero waste element in upcoming internal and external gatherings.



The Parisian Macao



Opting for ingredients sourced within a 300-mile radius while maintaining high standards of food safety and quality, including proteins, base ingredients and natural seasonings.

Reducing food waste where possible by planning dishes that can be donated to team member dining areas or processed by our onsite digesters.

Eliminating all forms of single-use plastics by finding alternatives like replacing plastic utensils with silverware.

Concealing cords and audiovisual equipment with reusable cable trays.

Replacing printed materials such as program booklets, banners and signage with LED signs and other digital mediums.



Ensuring that backdrop signage is lit with LED lighting, minimizing waste and maximizing energy use.

Setting thermostats at optimal temperatures for comfort and energy efficiency.

Programing lighting and audiovisual equipment on automatic timers planned by the Conference and Exhibition Team, and Controls Team.

Supporting the Procurement Department to source more sustainable solutions across different areas, from sustainable seafood to products that have less packaging.



THE POWER OF M: MEANINGFUL MEETING

In this era of digital communication, in-person meetings can add value beyond traditional learning and networking. We collaborate with our clients to host innovative gatherings and strive to find the right balance between People, Planet, Purpose

and Place, which create optimized experience for organizers, attendees and hosting communities. With Meaningful Meetings, we are positioning our resorts as a partner of choice that exceeds client expectations for meetings of the future.



Shoppes at Venetian

GREEN MEETINGS AND EVENTS

THE SANDS MACAO FASHION WEEK

Combining the richness of top luxury and lifestyle fashion brands with principles of sustainability relies on close attention to detail and thoughtful planning.



This year's second annual Sands Macao Fashion Week brought together VIP guests, media and key influencers for a series of runway shows and other special events for the industry to enjoy. In addition to high-fashion brands, 10 local designers were featured as part of the Young Designers Runway Show, presented by the Macau Productivity and Technology Transfer Center at Shoppes at Parisian's Avenue Champs-Élysées.

Beyond showcasing local talent, our Conference and Exhibition team, in partnership with Sands China's Sustainability Department worked behind the scenes to adopt elements of our Green Meetings program. For example, for banquets and

other catering, our Chefs and Procurement Department worked hand-in-hand to develop a menu with several planet-friendly options. They identified locally sourced ingredients to reduce avoidable transportation emissions and opted for responsibly sourced seafood from sustainably-certified fisheries and farms. As part of the zero waste to landfill effort, our team paid close attention to food waste. Menus were planned so that any leftover food that cannot be donated to team member dining areas was fit for use in our onsite digesters. We also eliminated all printed materials, from program brochures to banners and backdrops, to minimize waste sent to landfill.

SANDS SUPPLIER EXCELLENCE AWARDS

Products and services provided by our suppliers are essential for our business, and we like to celebrate this partnership of mutual success. For six years running, team members from our business units nominate 30 companies for our Sands Supplier Excellence Awards. Attended by over 400 guests, the majority of which represent local Macao small-and medium-sized enterprises ("SMEs"), this night featured carnival-themed entertainment and an appreciation dinner.

Beyond recognizing their excellence, we gave special recognition to those who excelled in corporate culture and sustainability. Nominations included one of the largest LED lighting providers in Macao that helped us realize our energy savings potential, and a supplier who produces 100% biodegradable cleaning products in factories ISO 4001-certified for environmental management.

At this event, we continued to seek zero waste to landfill solutions. For example, often unnoticed, audiovisual wires are conventionally secured to floors using tape to reduce safety hazards. For this event, we used cable housing, a solution that can be reused in future events.



STAKEHOLDER ENGAGEMENT

Partnerships help to create initiatives that matter to the community and our business. Over the years, we have developed strong relationships with our suppliers, team members, communities, guests, and other organizations. These collaborations allow us to address our common environmental needs and make our program stronger.

SOURCING WATER AND ENERGY SMART TOWELS

Together with our long-term terrycloth and linen supplier, Standard Textile, we introduced a new line of luxury eco-conscious towels that save thousands of gallons of water and use significantly less energy and fewer chemicals to launder.

STAKEHOLDER: **SUPPLIERS**

SERVING COMMUNITIES IN NEED

In an ongoing partnership with Clean the World, our team members packaged 35,000 hygiene kits to provide those in need with shampoos, soaps, and toothbrushes. The kits divert unused hotel room amenities away from landfill, and support sanitation and disaster relief efforts around the world.

STAKEHOLDERS: **COMMUNITIES AND TEAM MEMBERS**





PROVIDING GUESTS WITH NON-PLASTIC ALTERNATIVES

Our guests understand how single-use plastics can slip through the recycling process and make their way into our ecosystems. At Sands China, we eliminated 2.2 million plastic straws and are expanding our efforts to reduce water bottles on the casino floor and find plastic-free alternatives for our hotel rooms.

STAKEHOLDER: **GUESTS**



RAISING ECO-AWARENESS OF MACAO'S STUDENTS

We invite students from University of Macau, Institute for Tourism Studies, University of Saint Joseph, Macau University of Science and Technology, and Macao Polytechnic Institute to visit our properties as part of Green Future Macau, a local sustainability association. Students were given a tour of chiller plants, recycling dock, food waste digester, housekeeping corridor and a guest suite to get a holistic view on how Sands ECO360 is implemented in our properties.

STAKEHOLDER: **ACADEMIC INSTITUTIONS**



REDUCING FOOD WASTE IN OUR KITCHENS

Thoughtful meal planning, diligent team member training, creative low and zero waste recipes, and useful equipment such as blast chillers are enabling us to minimize food waste in our kitchens. Testing of new tracking and measurement technologies uncovers further waste reduction opportunities.

STAKEHOLDER: **CHEFS**



BUILDING RELATIONSHIPS WITH WATER ORGANIZATIONS

We met with water authorities to deepen our understanding of local water-related challenges and opportunities. This newfound knowledge will improve our conservation, resiliency, and water stewardship programs.

STAKEHOLDERS: **GOVERNMENT AND UTILITIES**



GREEN MONDAY AND GREEN CUISINE

Collaboration with local social enterprise, Green Monday, we have launched a program to promote meat-free 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. In addition, we now offer vegetarian friendly options at 14 restaurants across our properties.

STAKEHOLDERS: **CLIENTS, GUESTS AND TEAM MEMBERS**

COMMUNITY

A firm believer in the importance of corporate social responsibility, we engage with the local Macao community as a part of Sands Cares – the corporate giving program of LVS. Founded in 2014, Sands Cares integrates the Company's philanthropic work worldwide, including financial giving, team member volunteerism and in-kind support. The program seeks to make an impact on its team members, those working in the hospitality industry, the communities in which we operate and the planet.



SANDS CARES

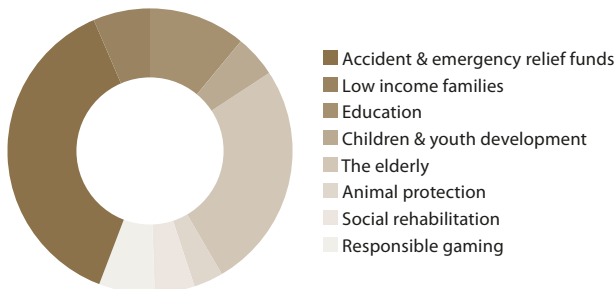
SUPPORTING LOCAL COMMUNITIES

To really make a difference, it is important for us to forge strong relationships with those in the community. Our program focuses on four key areas: Supporting cultural and creativity related events, developing Macao people to help diversify the economy and increasing upward mobility of talent, responsible gaming, and charitable and community events.

We pride ourselves on our long-lasting partnerships created with local organizations, many of which we have supported for several years. To make our resource allocation more meaningful, each year we engage with our partners to understand their current needs. Before embarking on new partnerships, interested organizations will be reviewed based on their target beneficiaries, needs and other criteria as outlined in our standard review process.

In 2018, we recorded over MOP 6.7 million in total cash donations to charitable organizations focused in eight areas:

2018 CHARITABLE DONATIONS



Each year, team members and community volunteers come together to build hygiene kits as part of our ongoing global partnership with Clean the World. Volunteers from three local associations, Fuhong Society of Macau, The Women's General Association of Macau, and The Salvation Army Macau, as well as 270 team members jointly built 35,000 hygiene kits from sterilized soaps collected from hospitality partners, like Sands China. Kits also include face towels donated by our linen supplier, Linyi Standard Textile Trading Co., Ltd., and dental kit sets donated by Ming Fai Enterprise International Co., Ltd.

In May 2018, we jointly organized the IC2 Charity Fund Fun Walk with the Macau IC2 Association. The Macau IC2 Association is unique because it is run and managed by individuals with intellectual disabilities. The Fund Fun Walk aims to raise awareness of the well-being of people with such disabilities as well as to promote green travel, encourage social interactions and foster a more harmonious living environment.

In 2017 and again in 2018, Macao fell in direct course with super typhoons Hato and Mangkhut. With the lessons learned from the first storm, we were ready to synchronize preparations prior to Mangkhut, and provide swift response in the aftermath. Our Community Affairs team reached out to our close community partners to identify where assistance could be made. In some cases, this was as simple as providing parking spaces to vehicles typically parked in low-lying areas while in others, it involved providing team members to assist in visiting homes of the elderly to ensure community members were well prepared for the storm, stocked with ample food and water.

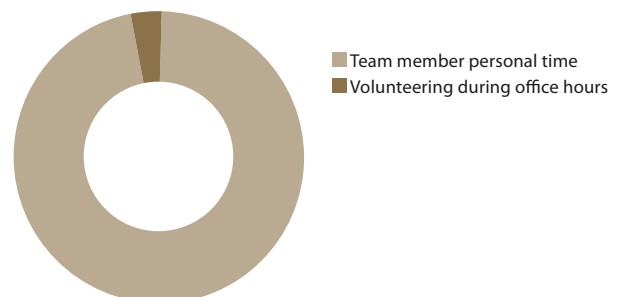
SANDS CARE AMBASSADOR GAINS RECOGNITION



The LVS' Global Citizenship Award annually recognizes our team members that take time out of their lives to volunteer in the community. This year, one of Sands China's own Ambassadors was honored with The Mr. Sheldon G. and Dr. Miriam Adelson Citizenship Award, a distinction given to those who have demonstrated dedication by giving back to their communities and for important causes.

In 2018, the number of Sands Cares Ambassadors nearly doubled, providing 11,608 hours of volunteering hours.

2018 VOLUNTEERING HOURS



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. Overall sustainability governance ultimately lies with the LVS Executive team. Day to day implementation is managed at the local level in order to reflect the challenges and opportunities that are relevant to each operation.



Sustainability governance is guided by Sands ECO360 strategy, integrated across all operations worldwide. Leadership and responsibility of this strategy sits with the Executive Vice President and Chief Financial Officer of LVS, whereas implementation is in the hands of the Senior Vice President and Chief Procurement and Sustainability Officer of LVS, who lead the Global Sustainability Department. At the property level, sustainability is overseen by Sands China Executive Committee, which directs and guides sustainability initiatives at our resorts in Macao. Day to day execution is achieved through property sustainability teams, various departments and Green Team champions.

The Sands Cares program is in the purview of communications team headed by Senior Vice President of Corporate Communications, and managed by the local Sands China communication team to better serve the needs of the Macanese community. The success of this program would not be possible without the thousands of Sands Cares Ambassadors, who volunteer their time to helping those in their communities.

As one of the largest gaming operators in Macao, we understand that to be a responsible operator, we must develop specific initiatives in areas most relevant to the nature of our business. Project Protect is a comprehensive global initiative to advance performance in responsible gaming, anti-money laundering ("AML") and human trafficking prevention. Under this broad umbrella, transparency and anti-corruption is the ultimate responsibility of the Compliance Department, with strong support from Sands China's Board of Directors and Audit Committee. These policies are reviewed every two years, at a minimum, while spot checks are conducted annually by the Audit Services Group. A selection of team members, including our Data Protection Officer and Legal Department, oversees the cyber security of our guests, patrons, team members and suppliers. The Responsible Gaming Ambassador program at Sands China is lead by Chief Responsible Gaming Officer, who oversees the program for both team members and customers.

RESPONSIBLE BUSINESS

To us, acting responsibly means holding high standards of transparency and accountability, guided by a strong corporate governance system. It also means ensuring that our guests not only have positive and fun experiences, but that they feel safe and secure while visiting our properties.

TRANSPARENCY AND ANTI-CORRUPTION

Ethical behavior is at the forefront of our business, underpinned by a set of policies and procedures set at the global level, safeguarding against all forms of corruption including bribery, extortion, fraud and money laundering. Our policies include:

We adhere to the Macau Penal Code, the rules of the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (the “OECD Convention”) and the U.S. Foreign Corrupt Practice Act (“FCPA”).

Prior to performing any active duties, new hires and transfers will receive training on our Code of Business Conduct and Ethics. As an incentive, compliance is linked to remuneration as part of annual performance appraisals.

This year, there were no confirmed cases regarding bribery, extortion, fraud, or money laundering. We maintain a whistleblowing policy to create a trusted environment so that our team members can report suspicious conduct.

Our policies include:

- | | |
|--|--|
| 1. Anti-Corruption Policy | 9. Procedures for Obtaining Approvals under the ACP Policy |
| 2. Charitable Contributions and Sponsorships Policy | 10. Reporting and Non-Retaliation Policy |
| 3. Code of Business Conduct and Ethics | 11. Supplier Code of Conduct |
| 4. Compliance Program | 12. Third-Party Due Diligence Standard Operating Procedure |
| 5. Complimentary Policy | 13. Third-Party Travel, Gifts and Entertainment Policy |
| 6. Conflicts of Interest Policy | 14. Sourcing Standard Operating Procedure |
| 7. Global Contracting Policy | |
| 8. Politically Exposed Person Standard Operating Procedure | |

The concerned person is given the choice to report via our Ethics Hotline, through direct emails or by reporting to management. All reports are assigned to an investigator who will conduct prompt, fair and thorough investigations. In situations where breaches of compliance are reported, appropriate disciplinary actions are taken.



The Parisian Macao

CYBER-ATTACKS, DATA FRAUD AND THEFT

To serve our guests better, we collect personal data at various touchpoints. By doing so, we can offer a more personalized experience, such as informing them of products or services that may be of interest given their preferences. Prior to collecting this data, notice is given to explain how information will be used with the option to tailor the aspects collected and its further use. Details can be found online in our Privacy Policy. These principles are consistent with the Macao Personal Data Protection Act and the European General Data Protection Regulation.

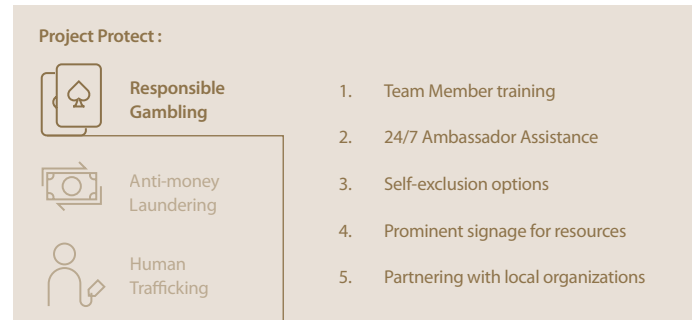
During 2018, we received no complaint concerning breaches of customer privacy and have not identified any digital attack incidents resulting in leaks, thefts, or losses of customer data.

RESPONSIBLE GAMING

At Sands China, our guests and visitors can enjoy a wide range of entertainment. Committed to their well-being as well as the well-being of the greater Macao community, we remain firm in our support of responsible gaming. For more than 15 years, we have been setting an example by establishing self-exclusion and other comprehensive responsible gaming programs, as well as remain in full support of the Gaming Inspection and Coordination Bureau ("DICJ").

Each year selected team members take part in the Responsible Gaming Ambassador Training. Being able to detect signs of problem gambling, take the initiative to start conversation with patrons, and advise on treatment, if necessary, form the key aspects of the training. In 2018, a group of nearly 100 team members took part in the program delivered in coordination with world renowned experts from the University of Nevada Las Vegas International Gaming Institute in coordination with counsellors from the Sheng Kung Hui Gambling Counseling and Family Wellness Centre.

Team member training is just one of five pillars of the responsible gaming focus area of Project Protect, a comprehensive global initiative to advance performance and help us become the industry leader in responsible gaming.



As mandated by local law, our team members including both gaming and non-gaming team members, are strictly prohibited from gaming at any Sands China venue. We also strongly advise that our team members do not gamble at any other venues in Macao and offer a confidential 24-hour counseling service to all team members and their families via our Employee Assistance Program.

GUEST EXPERIENCE AND SATISFACTION

Sands China's properties are among the most visited destinations in Macao, bringing families, business visitors and entertainment seekers from around the world. In 2018, we attracted a combined 99.3 million visitors to our properties.

Our goal is to provide everlasting memories by continuously monitoring guest satisfaction. Anticipating and responding to our guests' needs requires a professional team that respects our four key customer service values:

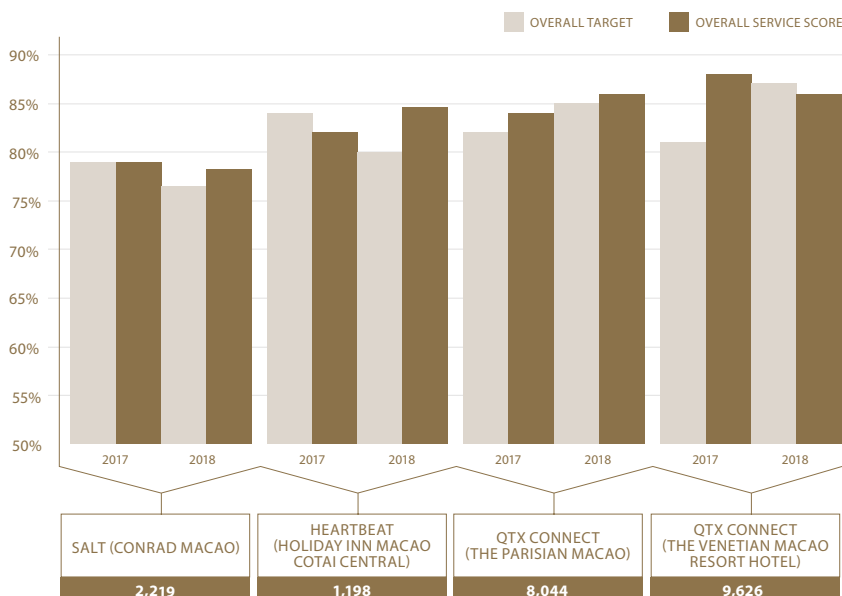
WE ARE FRIENDLY

WE ARE PROFESSIONAL

WE ARE ACTIVE LISTENERS

WE ARE ONE TEAM

CUSTOMER SERVICE SCORES AND TARGETS



Each property has its own online guest satisfaction survey, such as QTX Connect for The Parisian Macao and The Venetian Macao. While doing our utmost best to provide a positive experience, with thousands of surveys received each year we get a handful of complaints, earmarking areas of opportunity. When received, grievances are recorded, logged, and immediately addressed. The top sources of complaints in 2018 were from noise, odor and room conditions. These are reviewed daily by our Operations Excellence team, the division responsible for managing guest satisfaction, and communicated to Management and Hotel Operations personnel.

GUEST HEALTH AND SAFETY

The safety of both our guests and team members is paramount for Sands China. In order to ensure that our visitors can enjoy a pleasant experience, the highest standards are placed on health and safety.

Our Occupational Health and Safety Department ensures that all facilities are maintained to a high standard, and that team members are prepared to act in emergencies. Prior to opening, each property conducts a full-scale fire drill with the Macao Fire Department, allowing team members to experience a real-life simulation. Once operations commence, fire, typhoon and chemical spill drills are held annually to help refresh our team members and prepare new joiners. As for dining room safety, we continue to implement on-site food safety audits to ensure high standards.

In line with Macao’s anti-smoking laws coming into force in 2019, we have made the necessary arrangements to ensure our non-smoking guests can enjoy a smoke-free experience while visiting. That said, in 2018, we received a MOP20,000 penalty when the Health Bureau found inadequate separation between smoking and non-smoking areas during an inspection. When we received the notification, we conducted our own investigation to find the situation had been remedied soon after the incident.

SUPPLY CHAIN MANAGEMENT

Our properties offer a variety of choices, from a selection of restaurants, luxury retail and accommodation, entertainment shows and casinos. To support this, we engage with a wide variety of suppliers from around the world. In 2018, our supply chain included more than 2,000 suppliers ranged from multi-nationals to small local businesses. Coordinating these efforts requires a professional procurement team that ensures suppliers are providing services in line with the requirements of our Supplier Code of Conduct, Sands ECO360 strategy and Sustainable Procurement Policy.

Since 2013, all our suppliers must comply with a series of terms, including human and labor rights, health and safety, environment, ethics and compliance, and monitoring and evaluation, as set by our Supplier Code of Conduct. Each year, we engage a third-party

consultant to review a representative number of our suppliers’ approach to managing employees working conditions, from wages and benefits to harassment and other terms.

We know that our relationship with suppliers goes far beyond the purchasing of goods and services, especially when working with local Macao companies. This is why back in 2015 we first launched the Sands China Local Supplier Support Programme. Two years later, we launched the F.I.T. Programme, which provides additional support to local small, medium and micro suppliers, “Made in Macao” companies, and Macao young entrepreneurs. Together, these initiatives boost the local economy and build a strong pipeline of suppliers.

F.I.T. PROGRAMME

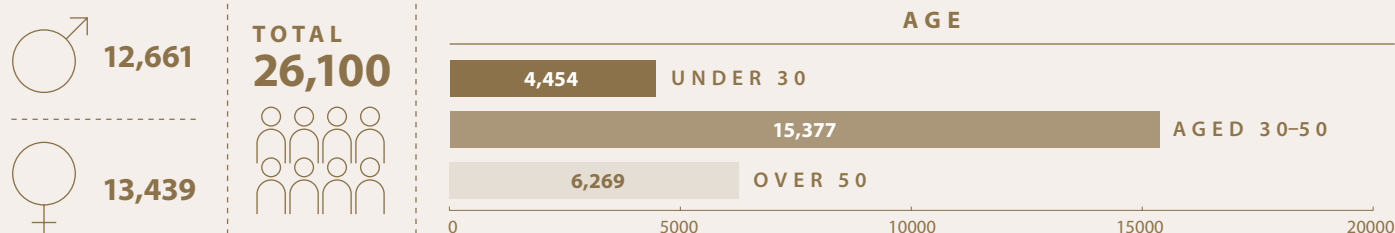
Launched in 2017 to help local SMEs, “Made in Macao” companies, and Macao young entrepreneurs.		
<p>FINANCIAL SUPPORT</p> <p>To help young entrepreneurs who have limited financial capacity, we have established a Sands China Young Entrepreneur Advance Payment Programme, providing them with a 30% advance on purchase orders.</p>	<p>INVITATIONAL MATCHING</p> <p>To enhance communication between vendors and users, and to improve the procurement success rate, Sands China hosts targeted trade shows for local SMEs to go beyond simply meeting potential Sands China buyers 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.</p>	<p>TRAINING AND DEVELOPMENT</p> <p>Our Sands China Procurement Academy aims to develop local SMEs by sharing business knowledge and skills, helping them gain skills and confidence to work with other international large-scale buyers.</p>

RESPONSIBLE EMPLOYER

As our greatest asset, our team members' passion and dedication lay at the core of our achievements. With limited labor resources in Macao together with so many offerings under one roof, we must be diligent in our efforts to attract, develop and retain exceptional talent to fit the diverse needs of our business.

As of December 31, 2018, we had a full-time work force of 28,304 team members across all our operations, including hotel partners.

TEAM MEMBERS AT OUR PROPERTIES



(EXCLUDING HOTEL PARTNERS, OUTSOURCED AND SUB-CONTRACTED TEAM MEMBERS)

It is important that each and every one of our team members feels safe while at work. This is why in 2018, we launched an Anti-Harassment and Discrimination Policy, the first of its kind across Macao's integrated resorts. Along with the policy, team members are trained in two parts. First, we explain the various types of situations that one may encounter while at work, clearly defining the line between what is appropriate and what is not.

This is delivered to all team members. The second half, which is specifically for managers and above, gives guidance on how to respond to tough conversations and appropriately handle such confidential information. By the end of 2018, 21,874 members of our team received this training.

HEALTH AND SAFETY

Keeping our team members safe at work starts first with prevention. During 2018, a total of 718 work-related injuries were reported by our team members, a reduction compared to 2017, especially given the increase in head count. The majority of these cases were a result of being stepped on, trips and falls, or crushes, punctures and sprains. There were no work-related fatalities in 2018.

Aside from injuries, our holistic view of health and safety also encourages team members to build more healthy habits. Our myFITNESS program supports team members' physical fitness, health

and well-being, while our Green Monday menu offers a balanced meal with plenty of vegetables. Team members can also enjoy health checks at our back-of-house.

We ensure compliance with laws and regulations and adhere to the Occupational Safety Guidelines issued by Macao Government Labor Affairs Bureau, as well as the Macao Labour Law. We also have our own Safety Committee, who provide training throughout the year and will monitor any cases recorded.

PERFORMANCE MANAGEMENT

A career at one of Sands China's properties gives individuals the training needed to deliver outstanding experiences to our guests and helps to further develop the professional talent pool of the wider Macao community.

Last year, our team members received on average 65 hours of training. While working hard to ensure we raise the level of all members of our team, we know that by default, Macao has a smaller labor pool compared to other regions. This is why in late 2018 we launched the Integrated Resort Business Analyst Development Program. 15 individuals have been selected to take part in an 18-month internship program, rotating through four departments. Upon completion, successful candidates are offered full-time positions in one of six departments. Though the number of interns we accept is relatively low, this program gives us a great source of pride given that analysts are in extreme demand across various departments with little supply in the labor market.

Our performance appraisals are managed using standardized system, specific to team member level. For managers and above, appraisals take place annually using an online key performance objective ("KPO") goal setting process. Goals are discussed twice each year. When it comes to poor performance, our review process favors finding solutions rather than focusing on punishment. Meanwhile, for non-managers, performance is reviewed every one-to-two years (depending on whether the team member is local Macao or a foreign worker). Managers are asked to highlight team members who provide outstanding service based on standard objective criteria. Responses are spot checked by the Human Resources Department.

In 2018, 99.5% of our team members received performance reviews, including 100% of our administration team members and 100% of our Executive Management.

LABOR STANDARDS

We comply with the Macao Labour Law, preventing child and forced labor. Sands China will not tolerate, nor will we condone the use of human trafficking, sex trafficking, slavery, forced, involuntary or coerced labor and child labor on our properties or by any team member.

We require all who are involved in our businesses, from team members, agents, prime contractors, subcontractors and suppliers to adhere to these guidelines.





APPENDIX TO 2018 SUSTAINABILITY REPORT

ABOUT OUR SUSTAINABILITY REPORT

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option and is in line with the reporting requirements of the Environmental, Social and Governance (“ESG”) Reporting Guide in Appendix 27 of the Stock Exchange of Hong Kong Limited (“HKEX ESG Reporting Guide”). The report accompanies our 2018 Annual Report, and covers the financial year ended December 31, 2018. The report covers our five properties in Macao, as well as selects data from our land and sea transportation services and their data. It does not include off-site support services as they do not represent our core business or data from properties managed by our hotel partners.

CONTACT US

We welcome feedback on this report and any aspect of our sustainability management approach and performance. Comments or feedback can be sent by email to SCL.Sustainability@sands.com.mo.

APPENDIX TO 2018 SUSTAINABILITY REPORT

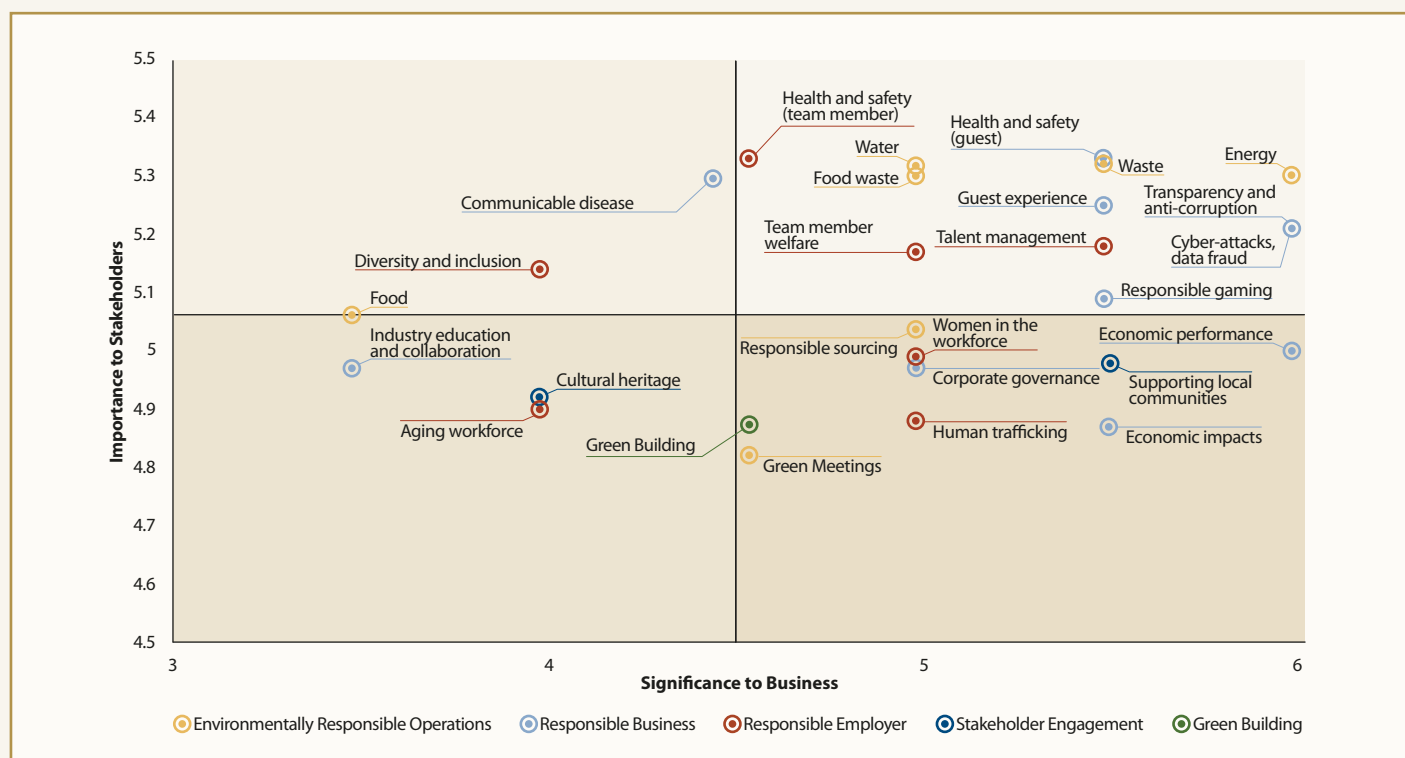
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MATERIALITY PROCESS AND TOPICS

In 2017, we underwent a comprehensive materiality assessment in line with GRI Standards Principles for defining report content. This process included benchmarking against industry peers, an extensive online survey of stakeholders, targeted focus groups, interviews with senior management and the Executive Committee; and sign-off from our Board of Directors.

In 2018, we reviewed 12 material topics ranked by our stakeholders to confirm their relevance, while setting out to better align with global reporting framework from LVS. We did so by engaging a sample of key suppliers, non-governmental organizations and community partners. These individuals were chosen based on their prior relationship with Sands China, their expertise on sustainability and our business, and their willingness to engage.

In the end, it was found that while majority of the topics remain important, Transportation is a topic that was increasingly mentioned by stakeholders. This includes consideration of optimizing routes and utilizing alternative fuel sources to reduce emissions of our bus fleet, as well as exploring advanced technologies to increase fuel economy standards for our ferry fleet. As a result, we have disclosed more on our efforts to manage our transportation services in this report, and will add it as a point to our materiality matrix in the coming years.



Topics are grouped into the relevant Sands ECO360 pillars, together with the additional key categories established for Sands China; Responsible Business and Responsible Employer, reflecting our stakeholders concerns and areas for opportunity. The impact boundary for each topic outside of Sands China's operations has been mapped for each stakeholder group.

Our Sands ECO360 Pillar or Sands China key categories	Material topic	Investors	Company executives	Team members	Government agencies	Suppliers	Guests and customers	Our community
Environmentally Responsible Operations	Food waste			✓				✓
	Waste			✓	✓	✓		✓
	Energy	✓			✓			✓
	Water	✓			✓			✓
Responsible Business	Cyber-attacks, data fraud and theft	✓			✓		✓	
	Guest experience and satisfaction	✓					✓	
	Responsible gaming				✓		✓	✓
	Transparency and anti-corruption	✓	✓	✓	✓	✓	✓	✓
	Health and safety (guest)						✓	
Responsible Employer	Health and safety (team member)		✓	✓	✓			
	Team member welfare		✓	✓	✓			
	Talent management		✓	✓				

HKEX ESG REPORTING GUIDE: KPI INDEX

A. Environmental

Name	Description	Page, reference or additional comment
Aspect A1: Emissions		
General disclosure	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 GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	2018 Sustainability Report (p. 8-15, 18-20, 22-23) There were no incidents of non-compliance in 2018 with regard to any environmental laws or regulations. Sands China maintains an up-to-date legal register which includes the relevant environmental laws. In addition, we regularly update our “Green Action” intranet page with environmental legislation and regulations to ensure our departments and team members are aware of requirements.
KPI A1.1	The types of emissions and respective emissions data.	2018 Sustainability Report (p. 12-15, 19) Appendix to the 2018 Sustainability Report (p. 52-53, 65) Our air quality emissions for NO _x , SO _x and PM are given by applying the conversion factors provided by the Stock Exchange for Hong Kong as a proxy. As we do not have conversion factors for CNG and marine fuel, this disclosure is incomplete.
KPI A1.2	GHG emissions in total (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility).	2018 Sustainability Report (p. 12-15, 19) Appendix to the 2018 Sustainability Report (p. 51-53, 65) Our GHG emissions and carbon footprint figures reflect our 2018 CDP submissions. The unit used (MT CO ₂ e) is that applied at a group level. Our figures for GHG emissions are verified by third-party experts.
KPI A1.3	Total hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility).	2018 Sustainability Report (p. 10-15, 20) Appendix to the 2018 Sustainability Report (p. 51-53, 65) Our waste is managed in accordance with our Sands ECO360 strategy. We do not categorize as ‘hazardous’ and ‘non-hazardous,’ rather we record and manage our waste based on ‘Diverted’ and ‘Non-Diverted’ waste, and categorize as: Standard (plastic, metal, paper, etc.); Organic (food waste, cooking oil etc.); and Other (batteries, e-waste, light bulbs, soap, shampoo, etc.).
KPI A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility).	This approach is based on our focus on saving natural resources. The units used (ton) are those applied at a group level. Our figures for produced waste are verified by third-party experts.
KPI A1.5	Description of measures to mitigate emissions and results achieved.	2018 Sustainability Report (p. 8-9, 12-15, 19)
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and result achieved.	2018 Sustainability Report (p. 10-13, 15, 20) Waste management, including hazardous waste, is a key component of our Environmentally Responsible Operations pillar. We treat hazardous waste such as paint, paint oil, and chemicals in accordance with local regulation and divert it through the Macao Hazardous Waste Management Plant.

Name	Description	Page, reference or additional comment
Aspect A2: Use of Resources		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	2018 Sustainability Report (p. 8-9, 16, 22)
KPI A2.1	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).	2018 Sustainability Report (p. 14-15) Appendix to the 2018 Sustainability Report (p. 51-53) Our energy consumption figures reflect our 2018 CDP submissions. The unit used (gigajoules, GJ) is applied at a group level. Our figures for energy consumption are verified by third-party experts.
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2018 Sustainability Report (p. 13, 15)
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	2018 Sustainability Report (p. 14-15, 19, 23)
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	2018 Sustainability Report (p. 13, 19) All water is supplied from municipal sources.
KPI A2.5	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 within our materiality process as a material topic. Packaging related to procurement of goods is handled as part of the waste management system.
Aspect A3: The Environment & Natural Resources		
General disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	2018 Sustainability Report (p. 14-15, 19, 23) Our commitment to reducing the impact our operations has on the natural environment is part of the Sustainability Policy 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.
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	2018 Sustainability Report (p. 8-11, 13, 16-17)

B. Social

Name	Description	Page, reference or additional comment
Employment & Labor Practices		
Aspect B1: Employment		
General disclosure	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.	2018 Sustainability Report (p. 35) Appendix to the 2018 Sustainability Report (p. 44) 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).
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	2018 Sustainability Report (p. 35) Appendix to the 2018 Sustainability Report (p. 62)
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix to the 2018 Sustainability Report (p. 62)
Aspect B2: Health & Safety		
General disclosure	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.	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 64)
KPI B2.1	Number and rate of work-related fatalities.	2018 Sustainability Report (p. 36) Appendix to the 2018 Sustainability Report (p. 64)
KPI B2.2	Lost days due to work injury.	2018 Sustainability Report (p. 36) Appendix to the 2018 Sustainability Report (p. 64)
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	2018 Sustainability Report (p. 36) Appendix to the 2018 Sustainability Report (p. 61)
Aspect B3: Development & Training		
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 60-61)
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management etc.).	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 63, 65)
KPI B3.2	The average training hours completed per employee by gender and employee category.	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 63, 65)

Name	Description	Page, reference or additional comment
Aspect B4: Labor Standards		
General disclosure	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.	2018 Sustainability Report (p. 35-36) Sands China adheres to the Macao Labour Law. No child or forced labor cases have ever been identified. If found, team members involved would be immediately dismissed.
KPI B4.1	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: - Dos & Don'ts session - Internal Audits - Annual Compliance training - Reviewing and addressing team members' complaints We also adopt LVS' Global Anti-Human Trafficking Policy outlining the efforts we make 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.
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	2018 Sustainability Report (p. 32, 35-36) No cases have ever been identified. If found, team members involved would be immediately dismissed.
Operating Practices		
Aspect B5: Supply Chain Management		
General disclosure	Policies on managing environmental and social risks of the supply chain.	2018 Sustainability Report (p. 8-9, 21-23) A 4-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 Mitigation Owners ("RMOs") are identified and assigned responsibility for managing each risk. Risk mitigation plans are put in place for each risk. 4. Risk monitoring. RMOs monitor known and emerging risks, as well as the implementation and effectiveness of risk mitigation plans, and update our Enterprise Risk Management Committee.
KPI B5.1	Number of suppliers by geographical region.	This year we engaged 2,222 suppliers from around the world. Majority of which are concentrated in Asia.
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	2018 Sustainability Report (p. 34)

Name	Description	Page, reference or additional comment
Aspect B6: Product Responsibility		
General disclosure	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.	2018 Sustainability Report (p. 32-34) Appendix to the 2018 Sustainability Report (p. 59) In 2018, we received a MOP20,000 penalty when the Health Bureau found inadequate separation between smoking and non-smoking areas during an inspection. When we received the notification, we conducted our own investigation to find the situation had been remedied soon after the incident.
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not relevant for Sands China as a service-based business.
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	2018 Sustainability Report (p. 34) Four Seasons Macao, St. Regis Macao, Sheraton Grand Macao and Sands Cotai Central are under management contracts and, as such, conduct their own proprietary customer satisfaction surveys, the results of which are not included in this report.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Not relevant for Sands China as a service-based business.
KPI B6.4	Description of quality assurance process and recall procedures.	Not relevant for Sands China as a service-based business.
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	2018 Sustainability Report (p. 32-34)

Name	Description	Page, reference or additional comment
Aspect B7: Anti-Corruption		
General disclosure	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.	2018 Sustainability Report (p. 32-34) Sands China is required to report all transactions that may be deemed suspicious as part of our AML controls. In Macao, this is enforced in collaboration of local regulators from the DICJ, Monetary Authority of Macao and the Financial Intelligence Office ("GIF"). Large Sum Transactions Reports are required to be filed with the DICJ while Suspicious Transactions Reports are required to be filed with GIF. In addition to verifying a customer's identity through reliable, independent source documents, our parent company LVS authenticates identification documents and screens customers against various sanctions including the Politically Exposed Persons ("PEP") and other watch lists using an outside vendor. We conduct regular screenings of 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 with our Company, 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.
KPI B7.1	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.	2018 Sustainability Report (p. 32-34) This year, there were no confirmed cases regarding bribery, extortion, fraud, or money laundering.
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	2018 Sustainability Report (p. 32)

Name	Description	Page, reference or additional comment
Community		
Aspect B8: Community Investment		
General disclosure	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.	<p>Our parent company LVS has developed a comprehensive strategy on environmental and social responsibility initiatives. Sands China commits to a Corporate Social Responsibility ("CSR") strategy integrated with all aspects of company management and looks very carefully at the bigger picture - how responsible conduct at Sands China fits into our global business based on four main pillars:</p> <ol style="list-style-type: none"> 1. The commitment to our team members and local talent; 2. Creating an energetic community; 3. Providing outstanding service to our customers; 4. Taking leadership in thought and action to protect our environment.
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	<p>2018 Sustainability Report (p. 28-29)</p> <p>Appendix to the 2018 Sustainability Report (p. 66)</p>
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	<p>2018 Sustainability Report (p. 28-29)</p> <p>Appendix to the 2018 Sustainability Report (p. 66)</p>

GRI INDEX

GRI Standard 102: General Disclosures 2016		
Disclosure	Description	Page, reference or additional comment
Organizational profile		
102-1	Name of the organization	Sands China Ltd.
102-2	Activities, brands, products, and services	2018 Sustainability Report (p. 4-5) 2018 Annual Report (p. 20-23, 24-30) More information about Sands China is available on the Company's website: https://www.sandschina.com
102-3	Location of headquarters	The Venetian Macao-Resort-Hotel, Executive Offices, L2, Estrada da Baia de N. Senhora da Esperanca, s/n, Taipa, Macao
102-4	Location of operations	2018 Sustainability Report (p. 4-5) 2018 Annual Report (p. 24, 29)
102-5	Ownership and legal form	2018 Annual Report (p. 115) The Company was incorporated in Cayman Islands as an exempted company with limited liability.
102-6	Markets served	2018 Sustainability Report (p. 4-5) 2018 Annual Report (p. 18-23, 57)
102-7	Scale of the organization	2018 Sustainability Report (p. 4-5, 35) 2018 Annual Report (p. 25, 109-197)
102-8	Information on employees and other workers	2018 Sustainability Report (p. 4-5, 35) Appendix to the 2018 Sustainability Report (p. 62-65)
102-9	Supply chain	2018 Sustainability Report (p. 34) Our supply chain covers a very board 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.
102-10	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 2018.
102-11	Precautionary principle and approach	We apply the Precautionary Principle through our commitment to environmentally responsible operations, see: https://www.sands.com/sands-eco-360/our-strategy/360-responsible-operations.html

GRI Standard 102: General Disclosures 2016

Disclosure	Description	Page, reference or additional comment
Organizational profile		
102-12	External initiatives	Initiatives include: <ul style="list-style-type: none"> • U.S. Green Building Council • ASHRAE Macau • SDGs • Science-Based Targets • WWF's Earth Hour "Just One" Hotels Programme • The Macau IEF Rehabilitation Centre for Problem Gamblers • Sheng Kung Hui Macau Social Services Coordination Office • Young Men's Christian Association of Macau • Clean the World • Green Monday
102-13	Membership of associations	Memberships include: <ul style="list-style-type: none"> • U.S. Green Building Council • ASHRAE Macau • Macau European Chamber of Commerce • Macau Responsible Gaming Association • Macau Gaming Management Association • Macau Management Association • Macao Chamber of Commerce • American Chamber of Commerce • American Gaming Association • The Women's General Association of Macau • Macao Association for Promoting Community Economic Development • Macao Federation of Trade Unions • General Union of Neighborhood Associations of Macau • Macau Association of Composers, Authors & Publishers • Macau Association of Retailers & Tourism Services • Macao Convention & Exhibition Association • Macau Hotel Association • Portuguese Chinese Chamber of Commerce and Industry
Strategy		
102-14	Statement from the most senior decision-maker	2018 Sustainability Report (p. 1)
Ethics and integrity		
102-16	Values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	2018 Sustainability Report (p. 8-9, 32)

GRI Standard 102: General Disclosures 2016		
Disclosure	Description	Page, reference or additional comment
Governance		
102-18	Governance structure	2018 Sustainability Report (p. 8-9, 30-31) 2018 Annual Report (p. 63-83)
Stakeholder engagement		
102-40	List of stakeholder groups	2018 Sustainability Report (p. 26-27) Appendix to the 2018 Sustainability Report (p. 39-40)
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 2018 Sustainability Report (p. 39)
102-43	Approach to stakeholder engagement	Appendix to the 2018 Sustainability Report (p. 39-40)
102-44	Key topics and concerns raised	Appendix to the 2018 Sustainability Report (p. 39-40)
Reporting practice		
102-45	Entities included in the consolidated financial statements	2018 Annual Report (p. 193-196)
102-46	Defining report content and topic boundaries	Appendix to the 2018 Sustainability Report (p. 40)
102-47	List of material topics	Appendix to the 2018 Sustainability Report (p. 40)
102-48	Restatements of information	
102-49	Changes in reporting	There are no significant changes in material topics and topic boundaries.
102-50	Reporting period	January 1–December 31, 2018.
102-51	Date of most recent report	Sands China Ltd. 2017 Sustainability Report, published in June 2018.
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. 2018 Sustainability 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	Our environmental performance data for energy, emissions, water and waste is verified by third-party experts.

Topic-Specific disclosures

GRI Standard	Disclosure	Description	Page, reference or additional comment
GREEN BUILDINGS			
Topic: Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 8-9, 19, 23) Appendix to the 2018 Sustainability Report (p. 39-40)
	103-2	The management approach and its components	We consciously aim to reduce our environmental footprint in our own operations. We set internal KPIs against our five-year targets and annual goals. Relevant heads of departments (e.g. Facilities, Convention & Exhibition, and Sustainability) have the energy KPIs included in their departmental targets. Energy reports are provided monthly during the Sands ECO360 Council meetings. Our Sands ECO360 strategy balances short-term targets and long-term aims. We measure and manage our environmental performance by recording and analyzing utility data to improve our operations. To maintain transparency and accountability, we issue annual reports about our performance. Our commitment to sustainability is validated through third-party disclosure frameworks, such as the CDP and the Dow Jones Sustainability Index. We have also set ambitious science-based GHG reduction targets and are the first integrated resort company to have them approved by the Science-Based Targets initiative. Scope 1, scope 2 and scope 3 emissions data have been externally verified.
	103-3	Evaluation of the management approach	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	2018 Sustainability Report (p. 12-15, 19) <ol style="list-style-type: none"> Total 2018 non-renewable fuel consumption 2,855,515 GJ across our resort and ferry operations, with our ferry operations accounting for 2,374,709 GJ of this total (or 83.1%). Non-renewable fuels include mobile fuels (CNG, diesel and gasoline), marine fuel, natural gas, and LPG. Total 2018 renewable fuel consumption is 0 GJ. Renewable energy will be considered moving forward. In gigajoules (GJ), the total: <ol style="list-style-type: none"> electricity consumption in 2018 is 2,322,077 GJ heating consumption in 2018 is 0 GJ not applicable steam consumption is not applicable In joules, watt-hours or multiples, the total: <ol style="list-style-type: none"> electricity sold is not applicable heating sold is not applicable cooling sold is not applicable steam sold is not applicable Total energy consumption (i.e. renewable fuels, nonrenewable fuels, and electricity, renewable energy generated onsite) in 2018 amounts to 5,177,592 GJ across our resort and ferry operations. Monthly energy consumption is tracked via monthly invoices from the local utilities. All conversion factors were verified via expert third-party calculations of our 2018 GHG inventory data.

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 302: Energy 2016	302-3	Energy intensity	<p>2018 Sustainability Report (p. 14-15)</p> <ul style="list-style-type: none"> a. 101.16 MJ/sq.ft (conditioned) for resort operations and 1,916.04 MJ/nautical mile for ferry operations. b. Denominator of 28,226,378 sq.ft (conditioned) represents total square footage of conditioned space for resort operations, while 1,239,385 nautical miles represents distance travelled for ferry operations. c. All applicable energy sources (e.g. fuel, electricity, heating, cooling) are included, after conversion to GJ. d. Ratio uses energy consumption within the organization.
	302-4	Reduction of energy consumption	<p>2018 Sustainability Report (p. 14-15)</p> <ul style="list-style-type: none"> a. In 2018, newly implemented energy efficiency projects, coupled with ongoing operational improvements, contributed to a reduction in energy use of 26.3 million kWh (or 94.68 million MJ) of energy across resort operations. b. Energy reductions include reductions in electricity usage. c. All reductions reported above occurred during calendar year 2018 compared to 2017. Overall targets are set to a 2015 baseline. d. A conversion factor of 1 kWh to 3.6 megajoules (MJ) was employed in the calculations.
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<p>2018 Sustainability Report (p. 12-15)</p> <ul style="list-style-type: none"> a. 207,606 MT CO₂e across our resort and ferry operations, with 31,929 MT CO₂e from our resort operations (15.4%) and 170,428 MT CO₂e from our ferry operations (84.6%). b. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ are not relevant to our operations). c. 0 MT CO₂e biogenic CO₂ emissions. d. Global Warming Potential values were retrieved from 'The Climate Registry General Reporting Protocol, v2.1, January 2016, p196, Appendix B, Table B.1, AR5'. e. Financial control. f. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
	305-2	Energy indirect (Scope 2) GHG emissions	<p>2018 Sustainability Report (p. 12-15)</p> <ul style="list-style-type: none"> a. 540,528 MT CO₂e. Electricity purchased only relates to our resort operations. b. All emissions presented relate to our Macao market. c. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ are not relevant to our operations). d. Not applicable — year-on-year calculation. e. Global Warming Potential values were retrieved from 'The Climate Registry General Reporting Protocol, v2.1, January 2016, p196, Appendix B, Table B.1, AR5'. f. Financial control. g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 305: Emissions 2016	305-4	GHG emission intensity	<p>2018 Sustainability Report (p. 12-15)</p> <ul style="list-style-type: none"> a. 20.5 MT CO₂e/1000sq.ft for our resort operations, and 0.14 MT CO₂e/nautical mile for our ferry operations. b. Metric tons CO₂e per 1,000 square foot of conditioned space for resort operations, and nautical miles travelled for ferry operations. c. Scope 1 and Scope 2. d. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ are not relevant to our operations).
	305-5	Reduction of GHG emissions	<p>2018 Sustainability Report (p. 12-15)</p> <ul style="list-style-type: none"> a. In 2018, 14 energy efficiency projects were implemented, with an annual CO₂e savings of 61,713 MT CO₂e for our resort operations. b. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ are not relevant to our operations). c. Compared to 2017. Overall GHG targets are set to a 2015 baseline. d. Energy efficiency projects implemented in 2018 targeted Scope 1 and 2 emissions. e. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
Topic: Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	<p>2018 Sustainability Report (p. 8-9, 12-13, 19)</p> <p>Appendix to the 2018 Sustainability Report (p. 39-40)</p>
	103-2	The management approach and its components	<p>We consciously aim to reduce our environmental footprint in our own operations. We set internal KPIs against our five-year targets and annual goals. Relevant heads of departments (e.g. Facilities, Convention & Exhibition, and Sustainability) have the energy KPIs included in their departmental targets. Initiatives put in place include low flow water fixtures, leak monitoring and management processes, automatic irrigation systems and awareness raising with team members. Despite our efforts, we are observing an upward trend in 2018 due to the addition of a new property with 2,900 hotel rooms for our absolute water use.</p> <p>Our Sands ECO360 strategy balances short-term targets and long-term aims. We measure and manage our environmental performance by recording and analyzing utility data to improve our operations. To maintain transparency and accountability, we issue annual reports about our performance. Our commitment to sustainability is validated through third-party disclosure frameworks, such as the CDP and the Dow Jones Sustainability Index. We also engage a third party expert to verify water withdrawal.</p>
	103-3	Evaluation of the management approach	
GRI 303: Water 2016	303-1	Water withdrawal by source	<p>2018 Sustainability Report (p. 12-15, 19)</p> <ul style="list-style-type: none"> a. Total liters: <ul style="list-style-type: none"> a. Nil surface water b. Nil ground water c. Nil rainwater d. Nil wastewater e. 1,810 million gallons from municipal water supply b. Monthly water consumption is tracked via monthly invoices from the local utilities.

GRI Standard	Disclosure	Description	Page, reference or additional comment
ENVIRONMENTALLY RESPONSIBLE OPERATIONS			
Topic: Waste and Recycling			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 8-13, 20, 23) Appendix to the 2018 Sustainability Report (p. 39-40)
	103-2	The management approach and its components	Our property-wide goal is to increase the waste diversion by 5% by 2020 compared to our 2015 baseline. Individual targets for waste diversion are included in relevant department goals (including Food & Beverage, Stewarding, Housekeeping, Public Area Departments), each department has a corresponding action plan to help achieve waste targets. Reports on the progress of the action plans are presented to the Sands ECO360 Council as well as recycling champions meetings on monthly basis.
	103-3	Evaluation of the management approach	<p>We commenced recycling of paper, plastics and metal cans in 2012 as a conduit to engage, raise awareness and educate team members. Later, we 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.</p> <p>As part of our long-term vision to reduce our waste footprint, we have been focusing on responsible consumption through procurement process as well to repurpose the used materials. Since our listing on the Stock Exchange, all our interim and annual reports have been printed on recycled paper using soy ink. All recyclable material is brought to a recycling facility. Contractor invoices provide documentation of tonnage for each recyclable commodity. Non-recyclable material is brought to the incineration plant and tracked via invoices from the contractor.</p> <p>We also engage a third party expert to verify waste generation.</p>

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 306: Effluents & Waste 2016	306-2	Waste by type and disposal method	2018 Sustainability Report (p. 12-15) Waste information is provided by the waste disposal contractor and supported by documentation.
	306-3	Significant spills	There are no significant spills to report from our operations.
Topic: Food Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 8-11, 20) Appendix to the 2018 Sustainability Report (p. 39-40)
	103-2	The management approach and its components	We consciously aim to reduce our environmental footprint in our own operations. We set internal KPIs against our five-year targets and annual goals. Relevant heads of departments (e.g. Facilities, Convention & Exhibition, and Sustainability) have the KPIs included in their departmental targets.
	103-3	Evaluation of the management approach	Our Sands ECO360 strategy balances short-term targets and long-term aims. We measure and manage our environmental performance by recording and analyzing utility data to improve our operations. To maintain transparency and accountability, we issue annual reports about our performance. Our commitment to sustainability is validated through third-party disclosure frameworks, such as the Dow Jones Sustainability Index. We have set a waste reduction target, that includes organic waste in 2015.
Non-GRI		Volumes of food waste	In 2018, 2,600 tons of food waste was produced at our team member dining rooms at The Venetian Macao, Sands Cotai Central, Sands Macao, The Parisian Macao and Four Seasons Macao. Of this, 511 tons was recycled by food digesters while 53 tons was treated by a dewatering waste station.
Non-GRI		Reduction of food waste	Food waste was increased in 2018 compared to 2017 due to the increase in headcount.
RESPONSIBLE BUSINESS			
Topic: Transparency and Anti-corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 30-34) Appendix to the 2018 Sustainability Report (p. 39-40) Ensuring that Sands China operates transparently and is committed to anti-corruption is central to our commercial success. We expect all those we do business with to maintain the highest level of ethical behavior.
	103-2	The management approach and its components	2018 Sustainability Report (p. 30-34) We have several policies and management structures in place to prevent corruption in all our operations. Our Code of Business Conduct and Ethics and our Anti-Corruption Policy can be accessed online: https://investor.sands.com/Company/Documents-and-Charters/default.aspx Our Supplier Code of Conduct also includes a corruption and bribery prohibition. The document can be accessed online: https://www.sands.com/corporate-overview/procurement-supply-chain.html

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	2018 Sustainability Report (p. 30-34) We continually monitor our performance through several mechanisms, including our Audit Committee and our ethics hotline, as well as the completion of training by key personnel. Our Reporting and Non-Retaliation Policy can be accessed online at: https://investor.sands.com/Company/Documents-and-Charters/default.aspx 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 2018 Annual Report (p. 16-61, and p. 62-104 respectively).

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	2018 Sustainability Report (p. 30-34) Appendix to the 2018 Sustainability Report (p. 65) All team members are required to receive training on the Code of Business Conduct and Ethics, and Anti-Corruption policies and procedures. 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 921 suppliers.

Topic: Responsible Gaming

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 30-34) Appendix to the 2018 Sustainability Report (p. 39-40) Sands China remains committed to supporting the Macao Government's responsible gaming measures and recognizes the importance of responsible gaming in the Macao community. Our Chief Responsible Gaming Officer and Vice President of Special Gaming Projects is responsible for managing our responsible gaming programs. We review our program annually with the DICJ.
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	2018 Sustainability Report (p. 32-33) We have had no incidents of non-compliance with regulations or voluntary codes in 2018 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	2018 Sustainability Report (p. 32-33) We have had no incidents of non-compliance with regulations or voluntary codes in 2018 relating to marketing communications, and have received no fines, penalties or warnings.

GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Cyber Attacks, Data Fraud & Theft			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 30-32) Appendix to the 2018 Sustainability Report (p. 39-40)
	103-2	The management approach and its components	Our online privacy policy is publicly available for all customers and can be viewed on our website: https://www.sands.com/privacy-policy.html
	103-3	Evaluation of the management approach	Other cyber-security related policies include our Confidential Information Policy, Personal Data Protection Guidelines, Information Technology Use Policy, and Personal Data Monitoring Policy. Sands China adheres to the relevant legislation and regulation in terms of cyber-security, namely the Gaming laws and the Gaming Sub-Concession Agreement, the Macao Personal Data Protection Act 2017, and the Criminal Code and Law 11/2009 (IT Crimes). It is also likely that a Cyber Security Law will be enacted later this year. 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.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2018 Sustainability Report (p. 32) During 2018, 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.

GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Guest Experience and Satisfaction			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 33) Appendix to the 2018 Sustainability Report (p. 39-40)
	103-2	The management approach and its components	Our ultimate purpose is guest 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 KPO targets are set for enhancing the overall guest satisfaction. These targets are communicated to the teams and monitored daily.
	103-3	Evaluation of the management approach	
Non-GRI		Results of surveys measuring customer satisfaction	2018 Sustainability Report (p. 33) We follow the Hilton and IHG Brand Standards for our Conrad and Holiday Inn hotels at Sands Cotai Central, utilizing the survey systems implemented by both brands. 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 (launched in February 2018). Other hotel brands within our resorts conduct their own proprietary customer satisfaction surveys. Our guest satisfaction scores and customer comments are reviewed daily, allowing us to take immediate action. Scores are shared during morning briefings, and reviews of service gaps and trends are communicated during monthly Reputation Management committees. Reinforcement training for our teams on service recovery and empowerment is also a key priority.
Topic: Customer Health & Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 34) Appendix to the 2018 Sustainability Report (p. 39-40)
	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.
	103-3	Evaluation of the management approach	In order to grant annual licensing, we may be inspected by the Macao's Fire Department and Labour Department. 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 2018 this included audits of 17% of our food and beverage vendors. We also follow local government food safety law and regulations, and apply the global food safety policy of LVS.

GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Customer Health & Safety			
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2018 Sustainability Report (p. 33-34) In 2018, we received a MOP20,000 penalty when the Health Bureau found inadequate separation between smoking and non-smoking areas during an inspection. When we received the notification, we conducted our own investigation to find the situation had been remedied soon after the incident.
RESPONSIBLE EMPLOYER			
Topic: Team Member Welfare			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 39-40)
	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.
	103-3	Evaluation of the management approach	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. In 2009, we adopted an Equity Award Plan for attracting talented people to enter and remain in the employ with us. We offer a diversified 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.

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>2018 Sustainability Report (p. 35-36)</p> <p>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.</p> <p>Facilities provided for all team members include 24-hour team members meals, 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.</p>
Non-GRI		Fair compensation	2018 Sustainability Report (p. 35-36)
Topic: Talent Management			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 35-36)
	103-2	The management approach and its components	Appendix to the 2018 Sustainability Report (p. 39-40)
	103-3	Evaluation of the management approach	<p>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 sustainability of our business. 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 anti-bribery 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. For further information, see:</p> <p>https://www.sands.com/sands-cares/people.html and https://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html</p> <p>Specifically, on eco-awareness and how to further drive sustainability, we engage our team members through a range of channels, including:</p> <ul style="list-style-type: none"> - Orientation - Team member handbook - Department training - Daily pre-shift meetings - Quarterly newsletters - Property tours - Wall displays - Video messages - Sustainable product giveaways and special events

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 401: Employment 2016	401-1	New employee hires and turnover	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 62-63)
GRI 401: Employment 2016	401-1	Average hours of training per employee	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 63,65)
	404-2	Programs for updating employee skills and transition assistance programs	2018 Sustainability Report (p. 35-36) Also see: https://www.sands.com/sands-cares/people.html
	404-3	Percentage of employees receiving regular performance and career development reviews	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 63-64)
Topic: Team Member Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 39-40)
	103-2	The management approach and its components	The safety and well-being of our team members is critical to Sands China. We ensure compliance with relevant laws and regulations and adhere to the Occupational Safety Guidelines issued by the Macao Government Labour Affairs Bureau. We have set company-wide priorities for health and safety that we monitor through our performance appraisal system.
	103-3	Evaluation of the management approach	The Safety Committee comprised of senior management from each department monitors the 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 to reduce injuries at work. Sands China provides: <ul style="list-style-type: none"> - 24/7 Employee Assistance Program. - Counseling , accident prevention and risk control workshops. - An onsite team member clinic in each property for regular and emergency situations. - An annual body check for applicable team members. All our related health and safety policies are available on our intranet (myNET) for team members to retrieve anytime.
GRI 403: Occupational Health & Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	2018 Sustainability Report (p. 35-36) Appendix to the 2018 Sustainability Report (p. 64) Information is not currently available for workplace absentees or occupational disease incidents.
Non-GRI		Emergency situations	2018 Sustainability Report (p. 34-36)

ESG DATA

Employee Data 2018

Workforce breakdown

	Permanent full-time		Permanent part-time		Temporary		Workforce
	Male	Female	Male	Female	Male	Female	Total
The Venetian Macao*	4,950	5,142	39	62	0	0	10,193
Sands Macao	1,181	1,565	2	6	0	0	2,754
The Plaza Macao	588	697	1	6	0	0	1,292
Sands Cotai Central	3,109	2,974	3	4	0	0	6,090
The Parisian Macao	2,782	2,977	6	6	0	0	5,771
Total**	12,610	13,355	51	84	0	0	26,100

* Including Cotai Arena and CotaiExpo

** As at December 31, 2018, the number of full-time team members of the Group was 28,304 (including 2,314 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 or data from our hotel partners

Turnover

	Aged under 30		Aged 30–50		Aged over 50		Total
	Male	Female	Male	Female	Male	Female	Total
The Venetian Macao*							
Number of leavers	159	162	236	210	63	41	871
Turnover rate**	19%	20%	8%	7%	6%	3%	9%
Sands Macao							
Number of leavers	22	27	35	28	26	32	170
Turnover rate**	19%	28%	5%	4%	7%	5%	6%
The Plaza Macao							
Number of leavers	17	13	29	24	13	8	104
Turnover rate**	19%	17%	8%	5%	11%	5%	8%
Sands Cotai Central							
Number of leavers	120	107	136	103	26	27	519
Turnover rate**	21%	26%	7%	6%	4%	3%	9%
The Parisian Macao							
Number of leavers	147	147	142	155	17	28	636
Turnover rate**	20%	25%	9%	9%	4%	4%	11%

* Including Cotai Arena and CotaiExpo

** Rates based on numbers of permanent team members

New hires

	Aged under 30		Aged 30–50		Aged over 50		Total
The Venetian Macao*	Male	Female	Male	Female	Male	Female	Total
Number of new hires	327	325	258	188	37	15	1,150
New hire rate**	38%	40%	8%	6%	4%	1%	11%
Sands Macao							
Number of new hires	31	34	35	26	7	11	144
New hire rate**	26%	35%	5%	3%	2%	2%	5%
The Plaza Macao							
Number of new hires	45	28	31	16	3	3	126
New hire rate**	51%	36%	8%	3%	3%	2%	10%
Sands Cotai Central							
Number of new hires	203	134	117	70	17	8	549
New hire rate**	35%	33%	6%	4%	2%	1%	9%
The Parisian Macao							
Number of new hires	194	178	158	118	10	19	677
New hire rate**	27%	30%	10%	7%	2%	3%	12%

* Including Cotai Arena and CotaiExpo

** Rates based on numbers of permanent team members

Training and Performance Review Data 2018

Training hours

	Total training hours	Average training hours per person	Percentage of workforce trained
By Category			
Operational team members	1,663,041.57	68.95	99.01%
Admin team members	22,248.08	13.06	93.37%
Executive team members	3,966.50	14.27	96.40%
By Gender			
Male	888,288.32	70.16	98.34%
Female	800,967.84	59.60	98.87%
Total*	1,689,256.16	64.72	97.20%

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

Performance reviews

Team members receiving a performance review		
By Category	Number	Percentage
Operational team members	23,983	99.4%
Admin team members	1,704	100.0%
Executive team members	278	100.0%
By Gender		
Male	12,610	99.6%
Female	13,355	99.4%
Total*	25,965	99.5%

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

Health and Safety Data 2018**Workplace injuries**

	Team member count			Per 1,000 team members
	Male	Female	Total	
The Venetian Macao*	83	151	234	23.0
Sands Macao	22	67	89	32.3
The Plaza Macao	9	25	34	26.3
Sands Cotai Central	78	126	204	33.5
The Parisian Macao	61	96	157	27.2
Properties Total	253	465	718	27.5
Workplace injury-related lost days				Percentage
The Venetian Macao*	1,345	5,901	7,246	42%
Sands Macao	382	2,415	2,797	16%
The Plaza Macao	129	755	884	5%
Sands Cotai Central	1,149	3,141	4,290	25%
The Parisian Macao	658	1,415	2,073	12%
Properties Total	3,663	13,627	17,290	100%
Workplace fatalities				Percentage
The Venetian Macao*	0	0	0	0%
Sands Macao	0	0	0	0%
The Plaza Macao	0	0	0	0%
Sands Cotai Central	0	0	0	0%
The Parisian Macao	0	0	0	0%
Properties Total	0	0	0	0%

* Including Cotai Arena and CotaiExpo

Anti-Corruption Communication and Training Data 2018

	Communication of policies and procedures		
	Completion	Total team members	Percentage
Total*	24,307	26,100	93%

	Training on policies and procedures		
	Completion	Total team members	Percentage
Directors (B Grade and above)	263	278	95%
C Grade and below	24,044	25,822	93%
Total*	24,307	26,100	93%

* Scope includes our five properties in Macao. It does not include off-site support services or data from our hotel partners

Air Quality Emissions Data 2018

From gaseous fuel consumption

	Fuel consumed (GJ)	NOx emissions* (kg)	SOx emissions* (kg)
Natural gas	182,617	734.1	3.7
Liquefied Petroleum Gas ("LPG")	181,326	728.9	3.6
Total	363,943	1,463.1	7.3

* Conversion factors for NOx and SOx applied as provided within HKEX ESG reporting guidance

From vessels and vehicles

	Fuel consumed (L)	Distance travelled (km)	NOx emissions (kg)	SOx emissions (kg)	PM emissions (kg)
Bus fleet – diesel fuel	1,253,373	3,747,677	3316.7	20.2	317.8
Bus fleet – CNG	656,438	656,438	N/A	N/A	N/A
Limousines fleet – unleaded gasoline fuel	434,202	2,855,951	213.3	6.4	15.7
Cotai Water Jet ferries (water taxis) – marine fuel	61,697,755	1,239,385	N/A	N/A	N/A

* Conversion factors for NOx, SOx and PM applied where available as provided within HKEX ESG reporting guidance. Conversion factors for CNG and marine fuel are not available within HKEX ESG reporting guidance. This disclosure is therefore incomplete at this time.

Community Investment 2018

Charitable Donations 2018

	Donations
Causes supported	Amount in MOP
Accident & emergency relief funds	744,576
Low income families	300,000
Education	1,800,000
Children & Youth development	214,913
The elderly	298,250
Animal protection	420,000
Social Rehabilitation	2,540,931
Responsible Gaming	450,000
Total	6,768,670

Sponsorship and Civic Contributions 2018

	Support
Causes supported*	Amount in MOP
Cultural and creativity events	1,683,597
Diversifying economy of Macao and upward mobility of talent	3,488,250
Community support	630,918
Total	5,802,765

* Donation, sponsorship and community activities are reviewed every year to ensure alliance with our core CSR initiatives and respond to the opportune community requests



This 2018 Sustainability Report is our third annual sustainability report, prepared in accordance with the Global Reporting Initiative ("GRI") Standards: Core option. It accompanies our 2018 Annual Report, and covers the financial year ended December 31, 2018. The full 2018 Sustainability Report with GRI Index and ESG data is available on our website.

The scope of this report includes our five properties in Macao, as well as our land and sea transportation services. It does not include our off-site support services (office and travel agency call-center located in Hong Kong and Zhuhai) as they are not a part of our core business, or data from properties managed by our hotel partners.

Sands Macao

Sands

ECO360
GLOBAL SUSTAINABILITY

Sustainability at Sands China

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.

Please take a moment to tell us what you think by contacting us at

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