

# GRI Index

## 2015 Sands ECO360 Report

We have aligned our 2015 reporting to the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines at the Core level. The data covers our performance for the calendar year 2015. [For a detailed explanation of the indicators, please visit the GRI website.](#)

Trucost was engaged by Las Vegas Sands Corp. to provide assurance of the carbon data included in this report.

[See the Assurance Statement on our website.](#)



# GRI Index: 2015 Sands ECO360 Report

The table below lists our reported GRI indicators and provides links to the relevant information. Unless otherwise specified, the chapters and page numbers refer to the 2015 Sands ECO360 Report.

## General Standard Disclosures

### GENERAL STANDARD DISCLOSURES

### LOCATION

#### STRATEGY AND ANALYSIS

G4-I Welcome from our Chairman, p1

#### ORGANIZATIONAL PROFILE

G4-3 Las Vegas Sands Corp.

G4-4 Las Vegas Sands Corp. ("LVSC," or together with its subsidiaries "we" or the "Company") is a Fortune 500 company and the leading global developer of destination properties (integrated resorts) that feature premium accommodations, world-class gaming, entertainment and retail, convention and exhibition facilities, celebrity chef restaurants and other amenities. We currently own and operate integrated resorts in Asia and the United States.  
FORM 10-K (Annual Report): p3-5 (available via <http://investor.sands.com/>)  
More information about Las Vegas Sands Corp. is available on the corporate website:  
[www.sands.com/all-properties.html](http://www.sands.com/all-properties.html)  
[www.sands.com/corporate-overview.html](http://www.sands.com/corporate-overview.html)

G4-5 3355 Las Vegas Boulevard South, Las Vegas, Nevada, United States

G4-6 FORM 10-K (Annual Report): p3-5

G4-7 FORM 10-K (Annual Report): p3

G4-8 FORM 10-K (Annual Report): p3-10

G4-9 About Las Vegas Sands Corp., inside cover flap  
FORM 10-K (Annual Report): p3-10, 21, 44

G4-10 GRI Index, Data appendix, Employee data, p12-13  
Supervised workforce data is not tracked by the Company in any region. Only a small fraction of the organization's work is performed by supervised workers. Seasonal workforce changes are slight. There are no significant variations of employment numbers.

G4-11 U.S. markets

- Certain culinary personnel are hired from time to time for trade shows and conventions at Sands Expo and Convention Center (SECC) and are covered under a collective bargaining agreement between the Culinary Workers Union, Local 226 and Sands Expo Center. This collective bargaining agreement expired in December 2000, but automatically renews on an annual basis. As a result, SECC is operating under the terms of the expired bargaining agreement with respect to these employees. Approximately 88% of SECC employees are covered by this agreement, totaling approximately 1.7% of the global LVSC workforce; however, due to the schedule of work and business needs, the number of hours worked by this population of employees equals roughly 238 full-time employees.
- As of May 2016, there are no other employees covered by collective bargaining agreements.

Asian markets

- There are no collective bargaining agreements in LVSC's Asian markets.

## General Standard Disclosures (continued)

GENERAL STANDARD DISCLOSURES	LOCATION
G4-I2	Sustainable products and materials, p11 Further information on our supply chain can be found on our corporate website: <a href="http://www.sands.com/corporate-overview/procurement-supply-chain.html">www.sands.com/corporate-overview/procurement-supply-chain.html</a>
G4-I3	FORM 10-K (Annual Report): p4
G4-I4	FORM 10-K (Annual Report): p23-39
G4-I5	Stakeholder engagement, External communication, p21 Las Vegas Sands Corp. also actively supports the following initiatives: <ul style="list-style-type: none"> <li>- U.S. Green Building Council</li> <li>- American Gaming Association</li> <li>- Green Meeting Industry Council</li> <li>- Sustainability Accounting Standards Board (SASB)</li> <li>- Better Buildings Alliance</li> <li>- National Center for Responsible Gaming (NCRG)</li> <li>- National Council on Problem Gambling (NCPG)</li> <li>- Nevada Council on Problem Gambling</li> <li>- Problem Gambling Center (PGC)</li> <li>- The National Environment Agency of Singapore</li> <li>- Singapore Packaging Agreement</li> <li>- International Tourism Partnership (ITP) Hotel Water Measurement Initiative</li> </ul> For more information on the responsible gaming initiatives we support, see: <a href="http://www.sandscasino.com/global/responsible-gaming.html">www.sandscasino.com/global/responsible-gaming.html</a> See also our CDP response 2015 (question CC2.3c)
G4-I6	Las Vegas Sands Corp. holds active memberships in the following initiatives: <ul style="list-style-type: none"> <li>- U.S. Green Building Council</li> <li>- American Gaming Association</li> <li>- Green Meeting Industry Council</li> <li>- The National Environment Agency of Singapore</li> <li>- Singapore Packaging Agreement</li> <li>- International Tourism Partnership (ITP) Hotel Water Measurement Initiative</li> </ul> See also our CDP response 2015 (question CC2.3c)
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>	
G4-I7	FORM 10-K (Annual Report): p3-5
G4-I8	Sands ECO360 strategy, p2 Key issues and our stakeholders, p3 We assess our material issues annually, through various stakeholder engagement and secondary research efforts. The Sands ECO360 report is focused on the environmental issues; we provide further information on social and governance related issues in our Sands Cares Corporate Citizenship Overview, our 10-K (Annual Report), and on our corporate website – see <a href="http://www.sands.com/">www.sands.com/</a> .

## General Standard Disclosures (continued)

### GENERAL STANDARD DISCLOSURES

### LOCATION

G4-19	Material issues identified	G4 aspects	Boundaries		Responded to through:
			Impact occurs internal to Las Vegas Sands Corp.	Impact occurs external to Las Vegas Sands Corp.	
	Health, safety and well-being	Occupational health & safety	All entities	Our supply chain, our guests	GRI Index, Corporate Citizenship Overview and corporate websites
	Energy consumption and risks	Energy	All entities	Our supply chain	Sands ECO360 report, newsletters and GRI Index
	Workforce development and availability of skills	Training and education	All entities	Our communities	GRI Index, Corporate Citizenship Overview and corporate websites
	Business ethics (anti-corruption)	Anti-corruption	All entities	Our supply chain	GRI Index, Corporate Citizenship Overview and corporate website
	Community support and engagement	Local community	All entities	Our communities	Sands ECO360 report, Corporate Citizenship Overview and corporate website (including press releases and the blog Sands Confidential)
	Water consumption and risks	Water	All entities		Sands ECO360 report, GRI Index
	Waste	Effluents and waste	All entities		Sands ECO360 report, GRI Index
	Climate change and carbon emissions	Emissions	All entities		Sands ECO360 report, GRI Index, CDP response
	Economic impact	Economic performance and indirect economic performance	All entities	Our investors, supply chain, communities and governments in countries of operation	Sands ECO360 report, GRI Index, Corporate Citizenship Overview and corporate website
<b>In addition to reporting the above, we have also chosen to report on the following aspects, which reflect our impacts and are important to our strategy:</b>					
	Guest satisfaction	Product and service labeling	All entities	Our guests	Corporate websites
	Responsible gaming	Marketing communications	All entities	Our guests	Corporate websites
See also: Key issues and our stakeholders, p3					
G4-20	See the table included in G4-19				
G4-21	See the table included in G4-19				
G4-22	<p>In 2015, we made the following adjustments for the performance data:</p> <ul style="list-style-type: none"> <li>- Las Vegas: we deducted natural gas credits from the bills for 2014, and it resulted in reduced actual natural gas consumption as well as overall Scope 1 emissions.</li> <li>- Sands Macao: we were not able to obtain 2011 waste data for Sands Macao, therefore we used 2012 data for the baseline year calculation instead.</li> </ul> <p>See also Environmental performance, p22</p>				
G4-23	There were no significant changes in scope and aspect boundaries in 2015. The St. Regis Macao opened in December 2015 and will be included within the scope and boundary of our reporting going forward.				

## General Standard Disclosures (continued)

### GENERAL STANDARD DISCLOSURES

### LOCATION

#### STAKEHOLDER ENGAGEMENT

G4-24	<p>Our stakeholders are individuals and organizations interested in and/or affected by our business:</p> <ul style="list-style-type: none"> <li>Team Members</li> <li>Investors</li> <li>Communities</li> <li>Suppliers</li> <li>Non-Governmental Organizations (NGOs)</li> <li>Clients and guests</li> <li>Governmental agencies</li> <li>Academic institutions</li> </ul> <p>See also Key issues and our stakeholders, p3</p>
G4-25	<p>Key issues and our stakeholders, p3 Stakeholder engagement, p18–21</p> <p>We have identified the key stakeholders to engage with through both our previous and current experience/relationships with them. Our stakeholders are individuals and organizations interested in and/or affected by our business. Understanding and taking action on what is relevant to our stakeholders maximizes the effectiveness of our strategy.</p>
G4-26	<p>Key issues and our stakeholders, p3 Stakeholder engagement, p18–21</p> <p>We value the regular engagement with all our key stakeholder groups. These interactions range from online or telephone surveys and questionnaires (e.g. Team Members and guests) to in-person meetings (e.g. suppliers, government officials, and NGOs). The various engagement activities with our stakeholders throughout the year have also allowed us to determine the focus of our Sands ECO360 Report. No specific engagement was undertaken to determine report content.</p>
G4-27	<p>Key issues and our stakeholders, p3 Stakeholder engagement, p18–21</p> <p>The table in G4-19 includes our most material issues, reflecting what our stakeholders have raised as important. As these issues are broader than the scope covered by our Sands ECO360 Report, the table includes references to other LVSC disclosure channels.</p>

#### REPORT PROFILE

G4-28	Our report draws on the performance highlights of the calendar year 2015. It covers the full scope of our global operations including majority-owned subsidiaries.
G4-29	2014 Sands ECO360 Report Addendum (published June 2015)
G4-30	We report annually.
G4-31	Back cover of the report (sandseco360@sands.com)
G4-32	We have aligned our 2015 reporting to the GRI G4 “in accordance” option “core.” This GRI Index can be found on the <a href="#">ECO360 website</a> . The carbon data included in the report was assured by a third-party verifier; the Assurance Statement is available <a href="#">here</a> .
G4-33	The carbon data included in the report was assured by a third-party verifier; the Assurance Statement is available <a href="#">here</a> .

## General Standard Disclosures (continued)

### GENERAL STANDARD DISCLOSURES

#### LOCATION

#### GOVERNANCE

G4-34	<p>Sands ECO360 strategy, Governance and integration, p2</p> <p>Proxy Statement (available via <a href="http://s1.q4cdn.com/133622603/files/doc_financials/2016/Las-Vegas-Sands_Proxy.pdf">http://s1.q4cdn.com/133622603/files/doc_financials/2016/Las-Vegas-Sands_Proxy.pdf</a>)</p> <ul style="list-style-type: none"> <li>- Board of Directors p8–11</li> <li>- Information regarding the Board of Directors and its Committees p12–14</li> </ul> <p>Board composition (10 directors):</p> <ul style="list-style-type: none"> <li>- Ethnicity: Asian 10%, White 90%</li> <li>- Gender: female 10%, male 90%</li> </ul> <p>See also the Governance section of our corporate website <a href="http://investor.sands.com/ir-home/governance/documents-and-charters/default.aspx">http://investor.sands.com/ir-home/governance/documents-and-charters/default.aspx</a></p>
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#### ETHICS AND INTEGRITY

G4-56	<p>See our corporate website: <a href="http://www.sands.com/corporate-overview/values.html">www.sands.com/corporate-overview/values.html</a></p> <p>Our Governance documents, including our Code of Business Conduct and Ethics, can also be accessed on our corporate website: <a href="http://investor.sands.com/ir-home/governance/documents-and-charters/default.aspx">http://investor.sands.com/ir-home/governance/documents-and-charters/default.aspx</a> and for our Supplier Code of Conduct see: <a href="http://www.sands.com/corporate-overview/procurement-supply-chain.html">www.sands.com/corporate-overview/procurement-supply-chain.html</a></p>
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## Specific Standard Disclosures

### DMA AND INDICATORS

#### LOCATION

#### NOTES AND OMISSIONS

#### CATEGORY: ECONOMIC

#### MATERIAL ASPECT: ECONOMIC PERFORMANCE

G4-DMA	<p>Sands ECO360 strategy, p2</p> <p>FORM 10-K (Annual Report): p3–39</p>	
G4-ECI	<p>FORM 10-K (Annual Report): p44–46, 106, 127–130</p> <p>We communicate about community investments through our press releases: <a href="http://investor.sands.com/English/ir-home/press-releases/default.aspx">http://investor.sands.com/English/ir-home/press-releases/default.aspx</a></p>	<p>We do not publicly disclose aggregates of employee wages or community investments.</p> <p>The information is subject to specific confidentiality constraints and is not reported due to sensitivity reasons.</p>
G4-EC3	<p>FORM 10-K (Annual Report): p127–128</p>	

#### MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS

G4-DMA	<p>Sands ECO360 strategy, p2</p> <p>Stakeholder engagement, Community outreach, p20</p> <p>FORM 10-K (Annual Report): p3</p> <p>See also our Corporate Citizenship program Sands Cares on our corporate website <a href="http://www.sands.com/our-commitment.html">www.sands.com/our-commitment.html</a></p>
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## Specific Standard Disclosures (continued)

DMA AND INDICATORS	LOCATION	NOTES AND OMISSIONS
G4-EC7	<p>FORM 10-K (Annual Report): p3–6</p> <p>Increasing the understanding of sustainability through communication, awareness, and partnerships within local communities is the foundation of the Sands ECO360 program. Our communities are home to our properties and our Team Members. Being an exemplary employer and an upstanding corporate citizen is an integral part of doing business for Las Vegas Sands Corp. Through Sands Cares, we are an active community partner offering assistance to charitable organizations and causes that improve the quality of life for everyone. We work with local governments and municipalities to advance sustainability awareness. For example, at Sands Bethlehem we work alongside the City of Bethlehem municipality in our recycling programs.</p> <p>The added value from direct, indirect and induced economic impact tied to each Integrated Resort is substantial, reflecting the multiplier effect of our investment and operations. The design, development and operation of Integrated Resorts serves as an economic growth engine, creates cultural, entertainment and shopping draw within the local community and has led to the creation of thousands of jobs. In Macao, our developments and operations account for approximately 27.8% (2014, the latest available data) of the Special Administrative Region's GDP.</p> <p>When we enter new jurisdictions, we use our highly experienced in-house staff, independent international consultants, and local experts to conduct economic and community impact assessments. Our mission is to complement what exists and enhance the environment through the introduction of new industry-leading facilities, world-class attractions and superior service levels. To achieve this, we work with local governments and build relationships with our customers, employ local labor, enhance education, improve infrastructure, and enable other businesses to thrive.</p> <p>See also Sands Cares at <a href="http://www.sands.com/our-commitment.html">www.sands.com/our-commitment.html</a></p>	
<b>CATEGORY: ENVIRONMENTAL</b>		
<b>MATERIAL ASPECT: ENERGY</b>		
G4-DMA	<p>Sands ECO360 strategy, p2</p> <p>Green buildings, p4–7</p> <p>Environmentally responsible operations, p8–11</p>	
G4-EN3	<p>Environmental performance, p23</p> <p>Energy consumption within the organization was collected by LVSC Team Members. The data is also verified by a third-party verifier when they verify the Scope 1 and Scope 2 emissions.</p> <p>The same methodology for data collection and assumptions was used globally at every property. Any data gaps and assumptions made were made conservatively using best available data. We can therefore conclude that there are no material sources of uncertainty greater than 2%.</p>	
G4-EN6	<p>Electricity saved: 889,200 gigajoules</p> <p>See also Environmentally responsible operations, p9</p> <p>The baseline year we use is 2010, as it is the baseline year of our target and the year we started implementation of energy efficiency projects at a larger scale. The energy reduction is calculated based on aggregated annualized energy savings from all energy efficiency products implemented globally. Savings data is calculated based on manufacture specification and our actual operations.</p>	
<b>MATERIAL ASPECT: WATER</b>		
G4-DMA	<p>Sands ECO360 strategy, p2</p> <p>Green buildings, p5, 7</p> <p>Environmentally responsible operations, p10</p>	
G4-EN8	<p>Environmental performance, p23</p>	
<b>MATERIAL ASPECT: EMISSIONS</b>		
G4-DMA	<p>Sands ECO360 strategy, p2</p> <p>Green buildings, p5, 7</p> <p>Environmentally responsible operations, p9–10</p>	

## Specific Standard Disclosures (continued)

DMA AND INDICATORS	LOCATION	NOTES AND OMISSIONS
G4-EN15	<p>Environmental performance, p22–23</p> <p>2015 Scope 1 emissions: 244,964 MT CO<sub>2</sub>e (includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O)</p> <p>Biogenic CO<sub>2</sub> emissions: 3.74 MT CO<sub>2</sub>e from the use of biodiesel</p> <p>Base year (2010) Scope 1 emissions: 221,154 MT CO<sub>2</sub>e</p> <p>At Las Vegas Sands, we set our 2010 environmental performance as a baseline for existing properties to measure and track progress toward our targets. Because Marina Bay Sands and Sands Bethlehem were added to our resort portfolio later, we set the 2012 environmental performance at those properties as their baseline since it represents their first year of full operations.</p> <p>Measurement methodology used: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). The majority of the data is from direct consumption provided by utility bills. 100% of our Scope 1 and Scope 2 emissions has been verified by a third party. Any assumptions made were made conservatively using best available data. We can therefore conclude that there are no material sources of uncertainty greater than 2%.</p> <p>Emission factors used: 2015 Climate Registry Default Emission Factors. EPA, Class II Ozone-depleting Substances (HCFC-22, (GWP (AR5), IPCC 2007)), The Climate Registry General Reporting Protocol.</p> <p>Consolidation approach: financial control.</p>	
G4-EN16	<p>Environmental performance, p22–23</p> <p>2015 Scope 2 emissions: 793,47 MT CO<sub>2</sub>e (includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O)</p> <p>Biogenic CO<sub>2</sub> emissions: None</p> <p>Base year (2010) Scope 2 emissions: 605,522 MT CO<sub>2</sub>e</p> <p>At Las Vegas Sands, we set our 2010 environmental performance as a baseline for existing properties to measure and track progress toward our targets. Because Marina Bay Sands and Sands Bethlehem were added to our resort portfolio later, we set the 2012 environmental performance at those properties as their baseline since it represents their first year of full operations.</p> <p>Measurement methodology used: see G4-EN15</p> <p>Emission factors used: see G4-EN15</p> <p>Consolidation approach: see G4-EN15</p>	
G4-EN19	<p>Global GHG reduction through energy efficiency projects in 2015:</p> <p>Scope 1 and 2 combined: 82,379 MT CO<sub>2</sub>e</p> <p>See also our CDP response 2015 (question 3.3b)</p>	
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>		
G4-DMA	<p>Sands ECO360 strategy, p2</p> <p>Green buildings, New technologies and innovation, p7</p> <p>Environmentally responsible operations, Waste management and recycling, p11</p> <p>Green meetings, p16–17</p>	
G4-EN23	<p>Environmental performance, p23</p>	

## Specific Standard Disclosures (continued)

DMA AND INDICATORS	LOCATION	NOTES AND OMISSIONS
<b>CATEGORY: SOCIAL</b>		
<b>SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK</b>		
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>		
G4-DMA	<p>Sands ECO360 strategy, p2  <a href="http://www.sands.com/sands-cares/people.html">www.sands.com/sands-cares/people.html</a></p> <p>Las Vegas Sands Corp. has an OSHA Written Workplace Safety Program as required by Nevada. This includes Safety Hazard Assessments for chemicals and risk-related job positions, training at time of hire, and annual training. We also have specialized teams in place to ensure electronics and fire safety at every property. Every Team Member accident is investigated and correction recommended to prevent re-occurrence. TRI rates are calculated and acted on internally.</p> <p>Further information is also included on our property websites:            Las Vegas: <a href="http://careers.sands.com/content/about/">http://careers.sands.com/content/about/</a>            Macao: <a href="http://www.venetianmacao.com/hotel/about-us/careers.html">www.venetianmacao.com/hotel/about-us/careers.html</a>            Marina Bay Sands: <a href="http://www.marinabaysands.com/careers.html">www.marinabaysands.com/careers.html</a>            Sands Bethlehem: <a href="http://www.pasands.com/about-us/careers.html">www.pasands.com/about-us/careers.html</a></p> <p>In the United States, we provide the following programs around Team Member health, safety and well-being:</p> <ul style="list-style-type: none"> <li>- Wellness Physicals: health screenings (BMI, blood pressure, lipid panel, glucose)</li> <li>- Utilization Management: medical necessity, appropriate setting, appropriate length of stay, and concurrent review.</li> <li>- Case Management: identifies catastrophic and complex illnesses, transplants and high dollar cases and then matches the level and method of case management services to the intensity of the case in the most efficient manner possible. The Case Manager helps the Team Member understand what to expect during the course of treatment, establishes collaborative long- and short-term recovery goals, interfaces with providers, addresses questions and concerns by the patient or family members, negotiates care in an effort to reduce claim costs, and communicates with our stop loss carrier.</li> <li>- Maternity Management: trimester assessment calls for low-risk Team Members. If moderate- to high-risk Members, referred to case management. Educational books/ materials mailed to Members (available in Spanish), incentives for participating in program, post-partum assessment after delivery.</li> <li>- Disease Management: Personal Registered Nurse Health Coach, targeted messaging, education, newsletters. Conditions managed in the Disease Management program: COPD (chronic obstructive pulmonary disease), congestive heart failure, coronary artery disease, diabetes, hypertension, asthma, depression.</li> <li>- We have partnered with a provider of valuable behavioral health information and interactive tools to help Team Members maintain or achieve overall wellness: <a href="http://vista.harmonyhc.com/">http://vista.harmonyhc.com/</a></li> </ul> <p>At our Macao properties, the regional management is dedicated to preventing both physical and mental diseases as well as promoting employee health through the provision of first medical and paramedical aid and educational awareness programs, including a 24-hour on-site clinic with local registered doctors; counseling and employee assistance programs to address mental health and problem gaming; Quit Smoking Roadshow; an Employee Assistance Program providing emotional and psychological support to all Team Members, as well as their families, through face-to-face and telephonic counseling; and other general health and well-being promotion programs.</p>	
G4-LA6	<p>We track and act on injury-related data for our operations internally. There were no work-related fatalities in 2015.</p>	<p>We do not publicly disclose specific injury-related data.</p> <p>The information is subject to specific confidentiality constraints and is not reported due to sensitivity reasons.</p>

## Specific Standard Disclosures (continued)

DMA AND INDICATORS	LOCATION	NOTES AND OMISSIONS
<b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>		
G4-DMA	<p>Sands ECO360 strategy, p2  <a href="http://www.sands.com/sands-cares/people.html">www.sands.com/sands-cares/people.html</a>  <a href="http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html">www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html</a></p> <p>Specifically on eco-awareness and how to further drive sustainability, we engage our Team Members through a range of channels:</p> <ul style="list-style-type: none"> <li>- Orientation</li> <li>- Team Member handbook</li> <li>- Department training</li> <li>- Daily pre-shift meetings</li> <li>- Bi-weekly newsletters</li> <li>- Property tours</li> <li>- Wall displays</li> <li>- Video messages</li> <li>- Sustainable product giveaways and special events</li> </ul>	
G4-LA9	GRI Index, Data appendix, Training data, p13	<p>Training data is not broken down by gender.</p> <p>A breakdown by employee category is only available at our U.S. properties.</p> <p>This data is not currently available; we are reviewing the processes in place.</p>
<b>CATEGORY: HUMAN RIGHTS</b>		
<b>SUB-CATEGORY: SOCIETY</b>		
<b>MATERIAL ASPECT: LOCAL COMMUNITIES</b>		
G4-DMA	<p>Sands ECO360 strategy, p2            Stakeholder engagement, Community outreach, p20</p> <p>Besides our environmentally focused ECO360 program and report, Las Vegas Sands Corp. has an extensive corporate citizenship program called Sands Cares. See our website <a href="http://www.sands.com/corporate-citizenship-program.html">www.sands.com/corporate-citizenship-program.html</a> and Corporate Citizenship Overview April 2016 report for more information.</p> <p>See also the response to G4-SO1</p>	
G4-SOI	<p>Sands ECO360 strategy, p2            Stakeholder engagement, Community outreach, p20</p> <p>See also our citizenship program Sands Cares: <a href="http://www.sands.com/corporate-citizenship-program.html">www.sands.com/corporate-citizenship-program.html</a> and the Corporate Citizenship Overview April 2016.</p> <p>All of our operations have implemented local community engagement plans.</p> <p>In addition to helping our host city or country achieve its tourism and economic goals, we also remain committed to helping achieve broader social objectives. Our Integrated Resorts serve as economic growth engines, create cultural, entertainment and shopping draw within the local communities, and create thousands of jobs.</p> <p>Along with the significant employment opportunities associated with our projects, we provide training and other opportunities for our Team Members to grow in a wide range of tourism-serving positions. Service excellence is a critical priority for us and, as such, we partner with local public and private institutions to train the workforce and elevate the overall levels of service in the local tourism industry.</p> <p>When entering new jurisdictions, we use our highly experienced in-house staff, independent international consultants, and local experts to conduct economic and community impact assessments. Our mission is to complement what exists and enhance the environment through the introduction of new industry-leading facilities, world-class attractions and superior service levels. To achieve this, we work with local governments and build relationships with our customers, employ local labor, enhance education, improve infrastructure, and enable other businesses to thrive.</p> <p>Another example of an assessment of impact on the local community: For our operations in Pennsylvania, the Pennsylvania Gaming Control Board published a Gaming Diversity Report for 2014/2015: <a href="http://gamingcontrolboard.pa.gov/files/communications/2014-2015_Gaming_Diversity_Report.pdf">http://gamingcontrolboard.pa.gov/files/communications/2014-2015_Gaming_Diversity_Report.pdf</a></p> <p>The report includes figures pertaining to Sands Bethlehem's expenditures to local businesses, equality demonstrated in the area of procurement, community outreach, sponsorships and donations to local charities, and statistics pertaining to positions offered/hired. All statistics in the report are through June 30, 2015.</p>	

## Specific Standard Disclosures (continued)

DMA AND INDICATORS	LOCATION	NOTES AND OMISSIONS
<b>MATERIAL ASPECT: ANTI-CORRUPTION</b>		
G4-DMA	<p>We have several policies and management structures in place to prevent corruption in all our operations.</p> <p>Our Code of Business Conduct and Ethics and our Anti-Corruption Policy can be accessed online: <a href="http://investor.sands.com/English/ir-home/governance/documents-and-charters/default.aspx">http://investor.sands.com/English/ir-home/governance/documents-and-charters/default.aspx</a>, and <a href="http://files.shareholder.com/downloads/ABEA-242MDE/1409648031x6509976x533582/30bb0bb0-91a4-4ef8-a675-01b09a545302/LVSC_Anti-Corruption_Complementaries_Policy.pdf">http://files.shareholder.com/downloads/ABEA-242MDE/1409648031x6509976x533582/30bb0bb0-91a4-4ef8-a675-01b09a545302/LVSC_Anti-Corruption_Complementaries_Policy.pdf</a></p> <p>Our Supplier Code of Conduct also includes a corruption and bribery prohibition. The document can be accessed online: <a href="http://www.sands.com/corporate-overview/procurement-supply-chain.html">www.sands.com/corporate-overview/procurement-supply-chain.html</a></p> <p>FORM 10-K: p24</p>	
G4-SO3	FORM 10-K: p24	
G4-SO4	<p>GRI Index, Data appendix, Anti-corruption data, p13</p> <p>The LVSC Code of Business Conduct and Ethics and Anti-Corruption Policy have been communicated to (and acknowledgements of receipt obtained for) both the LVSC and SCL (Sands China Limited) Board of Directors and Management. These Members also receive annual in-person training on the Code and anti-corruption policies and procedures.</p> <p>All Team Members are required to receive training on the Code of Business Conduct and Ethics and anti-corruption policies and procedures.</p> <p>The Company also communicates its anti-corruption policies and procedures to business partners, e.g. suppliers, agents, lobbyists, at the time of contracting, and depending on the type of business partner, annually thereafter.</p>	<p>We do not track the exact number of business partners to whom the anti-corruption policies and procedures are communicated.</p> <p>Our stakeholders do not request us to report this information.</p>
<b>SUB-CATEGORY: PRODUCT RESPONSIBILITY</b>		
<b>MATERIAL ASPECT: PRODUCT AND SERVICE LABELING</b>		
G4-DMA	<p>Sands ECO360 strategy, p2</p> <p><a href="http://www.sands.com/corporate-overview/values.html">www.sands.com/corporate-overview/values.html</a></p> <p>See also our response to G4-PR5</p>	
G4-PR5	<p>We continue to gather customer satisfaction feedback on an ongoing basis through guest satisfaction surveys. These surveys are emailed to every guest who stays with us and provides an email address. We have a core set of questions used for consistent measurement across our properties, along with custom questions suited to meet the needs of each local market. We have a Voice of the Consumer Steering Committee made up of staff from each region to oversee the process and implementation of both the study itself and how the data is used to enhance the guest experience.</p> <p>The following information is reviewed every month by the business area, which includes the Vice President and department head:</p> <ul style="list-style-type: none"> <li>- Trend by score</li> <li>- Dissection of all guest comments into categories</li> <li>- Action planning around negative comment trends based on root cause identification</li> <li>- Cross-functional roundtables to re-engineer any processes/policies that negatively impact guest experience</li> <li>- Actions measured by comment trends and evaluated if new action needs to take place</li> </ul> <p>Our Guest Relations Department reviews survey comments and direct guest emails. It reaches out to any guest that has a very negative experience and, where appropriate, offers apologies or a form of goodwill gesture.</p> <p>Other satisfaction monitoring initiatives that take place across some or all properties include mystery shopping; social media monitoring, including both listening and reputation management; guest experience marketing communications; and operations audits.</p>	
<b>MATERIAL ASPECT: MARKETING COMMUNICATIONS</b>		
G4-DMA	<p>Our Integrated Resorts have a large number of measures in place to address responsible gaming, including a wide variety of effective, research-based social safeguards for problem and underaged gamblers. We have a responsible gaming program in place that actively engages our Team Members, we also support local treatment centers and partner with leading institutions on research and awareness efforts (including the National Center for Responsible Gaming (NCRG), National Council on Problem Gambling (NCPG), Nevada Council on Problem Gambling and the Problem Gambling Center (PGC)).</p> <p>See also <a href="http://www.sandscasino.com/global/responsible-gaming.html">www.sandscasino.com/global/responsible-gaming.html</a></p>	
G4-PR6	See <a href="http://www.sandscasino.com/global/responsible-gaming.html">www.sandscasino.com/global/responsible-gaming.html</a>	

## Data appendix

### Employee data

#### Las Vegas Sands Corp. U.S. markets

##### NEVADA

Las Vegas Sands Corp.,  
Sands Aviation, The  
Venetian, The Palazzo, and  
Venetian Marketing Inc.

Female					Male					Grand total
FT/FTFLX	On-call*	Part-time	Seasonal**	Total female	FT/FTFLX	On-call*	Part-time	Seasonal**	Total male	
3,813	695	15	50	4,573	3,786	792	3	66	4,647	9,220

\* On-Call employees have no set schedule or guaranteed hours and are called on an "as-needed" basis to perform work based on business needs.

\*\* Only seasonal workers are designated as "temporary" workers. The Company does utilize workers through staffing agencies, but the Company does not track this information.

Sands Expo and Convention  
Center (SECC)

Female					Male					Grand total
FT/FTFLX	On-call*	Part-time	Seasonal**	Total female	FT/FTFLX	On-call*	Part-time	Seasonal**	Total male	
46	378	1	0	425	70	484	2	0	556	981

\* On-Call employees have no set schedule or guaranteed hours and are called on an "as-needed" basis to perform work based on business needs.

\*\* Temporary worker information not tracked or compiled. There are no seasonal worker designations.

##### PENNSYLVANIA

Sands Bethlehem

Female					Male					Grand total
FT/FTFLX	On-call*	Part-time	Seasonal**	Total female	FT/FTFLX	On-call*	Part-time	Seasonal**	Total male	
968	15	57	0	1,040	1,318	13	56	0	1,387	2,427

\* On-Call employees have no set schedule or guaranteed hours and are called on an "as-needed" basis to perform work based on business needs.

\*\* Only seasonal workers are designated as "temporary" workers. The Company does utilize workers through staffing agencies, but the Company does not track this information.

#### Las Vegas Sands Corp. Asian markets

##### SINGAPORE

Marina Bay Sands  
non-local (term contracts)\*

Female				Male				Grand total
FT/FTFLX	Part-time	Temporary**	Total female	FT/FTFLX	Part-time	Temporary**	Total male	
1,553	0	7	1,560	2,161	0	2,136	2,136	3,722

Marina Bay Sands local  
(open contracts)

Female				Male				Grand total
FT/FTFLX	Part-time	Temporary**	Total female	FT/FTFLX	Part-time	Temporary**	Total male	
2,810	23	59	2,892	3,078	14	40	3,132	6,024

\* Singapore law requires all non-local workers to have term contracts that reflect their work permit status.

\*\* Temporary workers include interns.

## Las Vegas Sands Corp. Asian markets (continued)

### MACAU

Venetian Macau Ltd.  
non-local (term contracts)\*

Female			Male			Grand total
FT	Temporary**	Total female	FT	Temporary**	Total male	
3,352	6	3,358	4,442	2	4,444	7,802

Venetian Macau Ltd.  
local (open contracts)

FEMALE				MALE				Grand total
FT/FTFLX	Part-time	Temporary**	Total female	FT/FTFLX	Part-time	Temporary**	Total male	
10,396	99	13	10,508	8,305	37	4	8,346	18,854

\* Macau law requires all non-local workers to have term contracts that reflect their work permit status.

\*\* Temporary workers include interns.

## Training data

### Total training hours by region

Region	Hours	Average hours per employee
U.S.*	19,691	2
Macau	1.04 million	5
Singapore	168,448	19
<b>Total</b>	<b>Approximately 1.2 million</b>	<b>Approximately 2.5</b>

\* At our U.S. properties, the scope of training activities included in the data collection is more limited than at our Asian properties. We are currently reviewing these processes.

### Training attendances by employee category in U.S. markets

VPs	113
Directors	757
Managers	2,893
Supervisors	374
Individual contributors	2,569

## Anti-corruption data

The table below combines the communication of, and training on, anti-corruption policies and procedures.

	LAS VEGAS		PENNSYLVANIA		MACAO		SINGAPORE	
	Completed	Percent	Completed	Percent	Completed	Percent*	Completed	Percent*
Directors and above	257	100%	48	100%			221	96.1%
Managers/supervisors	1,120	100%	547	100%	2,662	96.3%	1,087	98.8%
Salaried/specialists	500	100%	103	100%	25,378	99.7%	1,649	98.6%
Hourly/operations	6,949	100%	1,684	100%			5,728	99.5%
<b>Total</b>	<b>8,826</b>	<b>100%</b>	<b>2,382</b>	<b>100%</b>	<b>28,040</b>	<b>99.4%</b>	<b>8,685</b>	<b>99.2%</b>

\* Team Members who comprise the percentage not shown as Completed did not receive anti-corruption policies and procedures due to termination or approved leave of absence.