

GRI Index

2018 Sands Environmental Report

Our 2018 Environmental Report has been prepared in accordance with the GRI Standards: Core option. We have reported against self-selected indicators based on material topics. The data in this report covers our performance for the calendar year 2018.

Lloyd's Register Quality Assurance Inc. was engaged by Las Vegas Sands Corp. to provide assurance of the greenhouse gas (GHG) emissions, energy, water and waste data included in this report.

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

Sands[®]
LAS VEGAS SANDS CORP.



GRI Index: 2018 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 2018 Sands ECO360 Environmental Progress Report.

General Disclosures

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
ORGANIZATION PROFILE		
I02-1	Name of the organization	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. The Company currently owns and operates Integrated Resorts in Asia and the United States. In addition to helping local communities increase tourism, LVSC is involved in numerous philanthropic activities through Sands Cares, the Company's corporate citizenship program. LVSC is also committed to sustainability through Sands ECO360, the Company's global sustainability program. In addition, the Company has a strong global commitment to responsible gaming and is dedicated to providing a responsible gaming environment for all guests. LVSC has been named to Fortune's "World's Most Admired Companies" list.
I02-2	Activities, brands, products, and services	FORM 10-K FY18 (Annual Report): p. 3-4 Available through our investor website: http://investor.sands.com More information about Las Vegas Sands Corp. is available on our websites: https://www.sands.com/properties/all-properties.html https://www.sands.com/corporate-overview.html
I02-3	Location of headquarters	3355 Las Vegas Boulevard South, Las Vegas, Nevada, United States
I02-4	Location of operations	FORM 10-K FY18 (Annual Report): p. 4-10
I02-5	Ownership and legal form	FORM 10-K FY18 (Annual Report): p. 3 and 27
I02-6	Markets served	FORM 10-K FY18 (Annual Report): p. 4-10
I02-7	Scale of the organization	GRI Index, Data appendix, Employee data, p. 14 FORM 10-K FY18 (Annual Report): p. 23
I02-8	Information on employees and other workers	GRI Index, Data appendix, Employee data, p. 14 FORM 10-K FY18 (Annual Report): p. 23 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 in employment numbers.
I02-9	Supply chain	FORM 10-K (Annual Report): p. 3-24 Procurement and Supply Chain: https://www.sands.com/corporate-overview/procurement-supply-chain.html Our supply chain is made up of 8,280 tier one suppliers, 236 of which are critical tier one suppliers.
I02-10	Significant changes to the organization and its supply chain	FORM 10-K FY18 (Annual Report): p. 12-13
I02-11	Precautionary Principle or approach	We apply the Precautionary Principle through our commitment to environmentally responsible operations: http://www.sands.com/sands-eco-360/our-strategy/360-responsible-operations.html

General Disclosures (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
I02-I2	External initiatives	<p>Las Vegas Sands Corp. also actively supports the following initiatives:</p> <ul style="list-style-type: none"> - U.S. Green Building Council - American Gaming Association - Events Industry Council Sustainability Committee - Better Buildings Alliance - National Center for Responsible Gaming - National Council on Problem Gambling - Nevada Council on Problem Gambling - Problem Gambling Center - 3P Network, Public Utilities Commission - Singapore Packaging Agreement - The United Nations Sustainable Development Goals - Science Based Targets. <p>For more information on the responsible gaming initiatives we support, see: http://www.marinabaysands.com/company-information/responsible-gambling.html https://www.venetian.com/casino/responsible-gaming.html https://www.sandschina.com/community-affairs/responsible-gaming.html</p>
I02-I3	Membership of associations	<p>Las Vegas Sands Corp. holds active memberships of the following associations:</p> <ul style="list-style-type: none"> - U.S. Green Building Council - National Center for Responsible Gaming - National Council on Problem Gambling - Nevada Council on Problem Gambling - Problem Gambling Center - Singapore Packaging Agreement.
STRATEGY		
I02-I4	Statement from senior decision-maker	Statement from the Chairman of the Board, Chief Executive Officer and Treasurer, Sands ECO360 2018 Environmental Report : p.3
ETHICS AND INTEGRITY		
I02-I6	Values, principles, standards, and norms of behavior	<p>Our governance documents, including our Code of Business Conduct and Ethics, can be accessed on our corporate website: https://investor.sands.com/Company/Documents-and-Charters/default.aspx</p> <p>See our Supplier Code of Conduct and procurement and supply chain information on our website: http://www.sands.com/corporate-overview/procurement-supply-chain.html</p>
GOVERNANCE		
I02-I8	Governance structure	<p>See our Board of Directors and Committees</p> <p>See the governance section of our Environmental Responsibility Policy</p> <p>See our Sands ECO360 Strategy</p> <p>See our Corporate Governance Guidelines</p>
STAKEHOLDER ENGAGEMENT		
I02-40	List of stakeholder groups	<p>See our Sands ECO360 strategy and information on our stakeholder engagement pillar online: http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html https://www.sands.com/sands-eco-360/our-strategy.html</p>
I02-4I	Collective bargaining agreements	FORM 10-K FY18 (Annual Report): p. 23

General Disclosures (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
102-42	Identifying and selecting stakeholders	We have identified the key stakeholders to engage with through both our previous and current experience and 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. For examples of our stakeholder engagement, see http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html and our Sands ECO360 2018 Environmental Report , p. 16-17.
102-43	Approach to stakeholder engagement	See our Sands ECO360 2018 Environmental Report for strategy, p. 4-5 and for examples of stakeholder engagement, see p. 16-17. 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 continue to shape and focus our Sands ECO360 program. No specific engagement was undertaken to determine report content; however, our continuous engagement allows us to align our report content to meet our key stakeholders' needs.
102-44	Key topics and concerns raised	See our Sands ECO360 2018 Environmental Report , p. 4-5, and p. 16-17
	Material issues	Reported in:
	Health, safety, and well-being	GRI Index, Corporate Social Responsibility Overview, corporate website
	Energy	ECO360 report, GRI Index, CDP response, newsletter
	Workforce development	GRI Index, Corporate Social Responsibility Overview, corporate website
	Business ethics (anti-corruption)	GRI Index, Corporate Social Responsibility Overview, corporate website
	Local communities	ECO360 report, Corporate Social Responsibility Overview, corporate website (including press releases and the blog Sands Confidential)
	Water	ECO360 report, GRI Index, newsletter, CDP response
	Waste	ECO360 report, GRI Index, newsletter
	Climate change and GHG emissions	ECO360 report, GRI Index, CDP response
	Economic impact	ECO360 report, GRI Index, Corporate Social Responsibility Overview, corporate website, CDP response
	Procurement	ECO360 report, GRI Index, Corporate Social Responsibility Overview, corporate website
	Diversity and equal opportunity	GRI Index, Corporate Social Responsibility Overview, corporate website
	Emerging issues	Reported in:
	Biodiversity	GRI Index, newsletter
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	FORM 10-K FY18 (Annual Report): p. 81-131
102-46	Defining report content and topic Boundaries	Report content and topic Boundaries are defined by taking into account the most significant economic, environmental, and social impacts, as well as the concerns of our stakeholders. We do this by continually monitoring feedback from stakeholders who can be reasonably considered to affect, or be affected by, our business operations. We incorporate the Greenhouse Gas Protocol framework when determining our Boundary for Scope 1, 2, and 3 emissions. For examples of our identification of key issues, see our Key Theme Assessment in our Sands ECO360 2018 Environmental Report , p. 4-5. For examples of our stakeholder engagement, see our Sands ECO360 2018 Environmental Report , p. 9-10 and online: https://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html
102-47	List of material topics	For our key themes, see our Sands ECO360 2018 Environmental Report , p. 4-5 and online: http://www.sands.com/sands-eco-360/our-strategy.html . Also refer to indicator 102-44 of this GRI Index.
102-48	Restatements of information	There are no significant restatements of information.

General Disclosures (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
102-49	Changes in reporting	This year we added diversity and equal opportunity to our list of material issues and biodiversity to our list of emerging issues.
102-50	Reporting period	Our report draws on the performance highlights of the calendar year 2018. It covers the full scope of our global operations, including majority-owned subsidiaries.
102-51	Date of most recent report	Sands ECO360 2018 Environmental Report (published in June 2019)
102-52	Reporting cycle	We report annually. We alternate publishing a full report and a progress report every other year.
102-53	Contact point for questions regarding the report	Back cover of the report (sandseco360@sands.com)
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	This GRI Index can be found on the ECO360 website: https://www.sands.com/sands-eco-360/our-news/environmental-report.html
102-56	External assurance	The GHG emissions, energy consumption, water withdrawal, and waste generation data included in the report was assured by a third-party verifier. See our Assurance Statement online.

Material Topics

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
ECONOMIC		
ECONOMIC PERFORMANCE		
GRI 103: MANAGEMENT APPROACH 2016		
103-I	Explanation of the material topic and its Boundaries	Las Vegas Sands contributes significantly to the economy through shareholder returns, taxes, licenses paid, and employment of labor force, as well as community contributions and the generation of indirect economic stimulus as a result of our investments. Details on our financial performance, prepared in accordance with relevant laws and externally assured, can be found online: http://investor.sands.com/ir-home/financial-info/quarterly-financial-results/default.aspx FORM 10-K FY18 (Annual Report): p. 4–5 Strengths and Strategies, p. 78–131 Our approach to ensuring that we continue to impact the economy and the community in a positive way can be found in our governance documents and our committee charters: https://investor.sands.com/Company/Documents-and-Charters/default.aspx Boundary: internal: all entities; externa; our communities
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
GRI 201: ECONOMIC PERFORMANCE 2016		
201-I	Direct economic value generated and distributed	FORM 10-K FY18 (Annual Report): p. 45–47 and 50–86 We communicate about community investments through our press releases, available online: https://investor.sands.com/ir-home/press-releases/default.aspx
201-2	Financial implications and other risks and opportunities due to climate change	See our 2018 CDP Climate Change response
201-3	Defined benefit plan obligations and other retirement plans	FORM 10-K FY18 (Annual Report): p. 124–125

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
INDIRECT ECONOMIC IMPACTS		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	See Economic Performance
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-2	Significant indirect economic impacts	<p>We are committed to collaborating with government and the public sector on a global agenda for development. We measure our contribution to sustainability using the widely recognized UN Sustainable Development Goals (SDGs) and science-based targets (SBTs). For more details on this, please see our Sands ECO360 2018 Environmental Report, p. 18.</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 27.9% 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: https://www.sands.com/sands-cares/our-commitment.html</p>
ANTI-CORRUPTION		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	<p>Acting with integrity is central to our commercial success, as we know that how we do business is as important as the results we achieve. We are committed to the highest standards of ethical conduct, including an unwavering commitment to anti-corruption. We also expect those we do business with to maintain the highest level of ethical behavior.</p> <p>Boundary: internal: all entities; external: our communities</p>
I03-2	The management approach and its components	<p>We have several policies and management structures in place to prevent corruption in all our operations.</p> <p>See our committee charters, and governance documents including our Code of Business Conduct and Ethics and Anti-Corruption Policy online: https://investor.sands.com/Company/Documents-and-Charters/default.aspx</p> <p>See our Supplier Code of Conduct, which includes a corruption and bribery prohibition</p>
I03-3	Evaluation of the management approach	<p>We continually monitor our performance in this area through a number of mechanisms, including:</p> <ul style="list-style-type: none"> - our audit committee - our ethics hotline - the completion of training by key personnel within our business - disclosures on non-compliance with the Foreign Corrupt Practices Act: see FORM 10-K FY18 (Annual Report), p. 26 and FORM 10-K FY18 (Annual Report) "Litigation" section, p. 117–118. <p>See our Reporting and Non-Retaliation Policy</p>

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	<p>FORM 10-K FY18 (Annual Report): p. 26</p> <p>We have several policies and management structures in place to identify and assess risks and prevent corruption in all our operations. See our committee charters, and governance documents including our Code of Business Conduct and Ethics and Anti-Corruption Policy online: https://investor.sands.com/Company/Documents-and-Charters/default.aspx</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>GRI Index, Data appendix, Anti-corruption data, p. 15</p> <p>Our 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 Ltd.) 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, and lobbyists, at the time of contracting and, depending on the type of business partner, annually thereafter. All suppliers and partners are required to acknowledge our anti-corruption policies and procedures.</p>
ENVIRONMENTAL		
ENERGY		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	While our ultimate purpose is guest satisfaction, we also consciously aim to reduce the environmental footprint of our own operations, as well as focusing on the procurement of sustainable products and services.
I03-2	The management approach and its components	<p>For details on our strategic approach, see our Sands ECO360 2018 Environmental Report, p. 4–5, our website, https://www.sands.com/sands-eco-360/our-strategy.html, and our 2018 CDP Climate Change and Water responses.</p> <p>Our external-facing goals and progress are communicated annually in our Sands ECO360 2018 Environmental Report. See p. 18–21 of the 2018 edition.</p> <p>Boundary: internal: all entities; external: our supply chain</p>
I03-3	Evaluation of the management approach	<p>Evaluation of the management approach occurs through materiality assessments and “Key Theme Assessments.” See “Key Theme Assessment” in our Sands ECO360 2018 Environmental Report, p. 4–5, and find further details on the evaluation of our management approach in our CDP Climate Change and Water responses.</p> <p>Our commitment to sustainability is also validated through third-party disclosure frameworks, such as the Dow Jones Sustainability Index.</p>
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	<p>See our performance data in our Sands ECO360 2018 Environmental Report, p. 20–21</p> <p>See our 2018 CDP Climate Change response</p> <p>See our Assurance Statement</p>
302-3	Energy intensity	<ol style="list-style-type: none"> 0.16 GJ per conditioned square foot. Denominator (49,450,693) represents square feet of conditioned space. All applicable energy sources (i.e., fuel, electricity, heating, cooling) are included, after conversion to GJ. Ratio uses energy consumption within the organization.
302-4	Reduction of energy consumption	<ol style="list-style-type: none"> In 2018, newly implemented energy efficiency projects, coupled with ongoing operational improvements, contributed to a reduction in energy use of approximately 173,786 GJ. Energy reductions include reductions in fuels, electricity, heating, and cooling. All reductions reported above occurred during calendar year 2018. A conversion factor of 1 kilowatt hour (kWh) to 0.0036 GJ was employed in the calculations.

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
WATER		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	See management approach for "Energy"
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 303: WATER AND EFFLUENTS 2018		
303-1	Interactions with water as a shared resource	See our performance data in our Sands ECO360 2018 Environmental Report , p. 20–21
303-2	Management of water discharge-related impacts	See our 2018 CDP Water response
303-3	Water withdrawal	See our Assurance Statement
303-4	Water discharge	
303-5	Water consumption	
BIODIVERSITY		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	We recognize biodiversity as an important indicator of the overall health of our planet and an emerging issue of concern that is relevant to our business operations. Our company benefits when we have healthy and biodiverse coastlines, oceans, forests, and other ecosystems as we rely on these environments to provide enjoyable experiences for our visitors and also to produce the resources that are ultimately used in our products and services every day.
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	Biodiversity has been identified in our materiality assessments as an emerging issue of concern, see GRI indicator 102-44 . This topic is not currently addressed directly in our Sands ECO360 strategy; however, by addressing our six key themes – energy, water, waste, food, procurement, and transportation – we support the sustainable use of resources, which helps to conserve biodiversity. See management approach for "Energy" for our approach to environmental topics and p. 4–5 of our Sands ECO360 2018 Environmental Report .
GRI 304: BIODIVERSITY 2016		
304-I	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Conservation International has identified 36 areas around the world that qualify as a biodiversity hotspot . These hotspots represent 2.4% of Earth's land surface, but support more than half of the world's plant species found nowhere else in the world. Both our Singapore and Macau properties are situated within or in close regional proximity to one of these hotspots. In addition, all of our resorts are in proximity to a variety of habitats such as nature preserves, national and state parks, lakes, rivers, and coastal areas. To explore the world's 36 hotspots see Critical Ecosystem Partnership Funds .
EMISSIONS		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	See management approach for "Energy"
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 305: EMISSIONS 2016		
305-I	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> a. 257,800 MT CO₂e b. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ not relevant to operations) c. 14.32 MT CO₂e See our performance data in our Sands ECO360 2018 Environmental Report , p. 20–21 See our 2018 CDP Climate Change response See our Assurance Statement

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
305-2	Energy indirect (Scope 2) GHG emissions	<p>a. 743,970 CO₂e</p> <p>b. 695,111 MT CO₂e</p> <p>c. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ not relevant to operations)</p> <p>See our performance data in our Sands ECO360 2018 Environmental Report, p. 20–21</p> <p>See our 2018 CDP Climate Change response</p> <p>See our Assurance Statement</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>See our 2018 CDP Climate Change response</p> <p>See our Sands ECO360 2018 Environmental Report, p. 20–21</p> <p>See our Assurance Statement</p>
305-4	GHG emissions intensity	<p>a. 0.0190 MT CO₂e per square foot of conditioned space</p> <p>b. Denominator (49,450,693) represents square feet of conditioned space</p> <p>c. Scope 1 and Scope 2 (location-based) GHG emissions from our operations, excluding ferry operations</p> <p>d. CO₂, CH₄, N₂O, HFCs (PFCs, SF₆, NF₃ not relevant to operations)</p> <p>See our performance data in our Sands ECO360 2018 Environmental Report, p. 20–21</p> <p>See our 2018 CDP Climate Change response</p>
305-5	Reduction of GHG emissions	<p>See our Sands ECO360 2018 Environmental Report, p. 20–21</p> <p>See our 2018 CDP Climate Change response</p>

EFFLUENTS AND WASTE

GRI 103: MANAGEMENT APPROACH 2016

I03-1	Explanation of the material topic and its Boundaries	See management approach for “Energy”
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	

GRI 306: EFFLUENTS AND WASTE 2016

306-2	Waste by type and disposal method	<p>See our performance data in our Sands ECO360 2018 Environmental Report, p. 20–21</p> <p>Waste information is provided by the waste disposal contractors and supported by documentation.</p>
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ENVIRONMENTAL COMPLIANCE

GRI 103: MANAGEMENT APPROACH 2016

I03-1	Explanation of the material topic and its Boundaries	See management approach for “Energy”
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	

GRI 307: ENVIRONMENTAL COMPLIANCE 2016

307-1	Non-compliance with environmental laws and regulations	<p>We have not been subjected to any significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.</p> <p>See our 2018 CDP Water Response (W2.2, W2.2a, W2.2b)</p>
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Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	See management approach for “Energy”
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	We actively screen 100% of new and existing suppliers, using real-time monitoring systems. New suppliers must go through our third-party due diligence process, which incorporates environmental, social, governance, and economic issues.
308-2	Negative environmental impacts in the supply chain and actions taken	<p>When selecting any given supplier, we require them to document whether they provide sustainable alternatives to their conventional products and services. Additionally, a supplier business review is held for select suppliers, where we re-educate them on our sustainable sourcing standards. We nominate those that excel for our Corporate Culture and Sustainability award. This award is presented annually at our Supplier Excellence Awards ceremony.</p> <p>We collect suppliers’ sustainability strategy and program information to evaluate their corporate culture and commitment to sustainability. We also collect suppliers’ product environmental information and identify whether their products meet our standards, which consider products’ both environmental and social impacts. We use the data to analyze each product category and determine the product category compliance level to our sustainable procurement standards.</p>
SOCIAL		
EMPLOYMENT		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	<p>Our Team Members are a major asset to the Company. We recognize the value that benefits bring to our workers and their families and thus offer a very comprehensive and competitive benefits program.</p> <p>See online: http://www.sands.com/sands-cares/people.html</p>
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 401: EMPLOYMENT 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>In Las Vegas, all full-time, full-time flex, part-time, on-call, and seasonal Team Members are eligible for Company-sponsored healthcare coverage (including medical, dental, vision, and prescription coverage), and 401k participation and Company match. Full-time and full-time flex Team Members are eligible for supplemental benefits (including long-term disability and life and Company-sponsored short-term disability and life insurance).</p> <p>For other property-specific information, see our websites:</p> <ul style="list-style-type: none"> - The Venetian Resort Las Vegas: http://careers.sands.com/content/about/ - Sands China Ltd.: www.venetianmacao.com/hotel/about-us/careers.html - Marina Bay Sands: www.marinabaysands.com/careers.html

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	We are committed to ensuring a safe and healthy workplace for our employees. A summary of our occupational health and safety efforts across our operations can be found below.
I03-2	The management approach and its components	<p>See online: http://www.sands.com/sands-cares/people.html</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 recurrence.</p> <p>Further information is also included on our property websites:</p> <ul style="list-style-type: none"> - The Venetian Resort Las Vegas: http://careers.sands.com/content/about/ - Sands China Ltd.: www.venetianmacao.com/hotel/about-us/careers.html - Marina Bay Sands: www.marinabaysands.com/careers.html <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"> - Wellness Physicals: health screenings (BMI, blood pressure, lipid panel, and glucose). - Utilization Management: medical necessity, appropriate setting, appropriate length of stay, and concurrent review. - 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. - Maternity Management: trimester assessment calls for low-risk Team Members. Moderate- to high-risk Members are referred to case management. Educational books/materials mailed to Members (available in Spanish), incentives for participating in program, and post-partum assessment after delivery. - Disease Management: Personal Registered Nurse Health Coach, targeted messaging, education, and newsletters. Conditions managed in the Disease Management program: COPD (chronic obstructive pulmonary disease), congestive heart failure, coronary artery disease, diabetes, hypertension, asthma, and depression. - We have partnered with a provider of valuable behavioral health information and interactive tools to help Team Members maintain or achieve overall wellness.
I03-3	Evaluation of the management approach	Management continuously monitors and acts on injury-related data for our operations internally.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-6	Promoter of worker health	We promote worker health and well-being at our properties around the world. In addition to comprehensive and competitive benefits, we also provide supplemental services. For example, in Las Vegas we frequently conduct free wellness screenings, offer healthy eating and lifestyle consultation, and provide access to financial services and advice.
403-9	Work-related injuries	We track and act on injury-related data for our operations internally. We do not publicly disclose specific injury-related data. The information is subject to specific confidentiality constraints and is not reported due to sensitivity reasons.

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
TRAINING AND EDUCATION		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	<p>We believe that investing in our people, through training and education, is important both for their development and for the execution of our strategy and the sustainability of our business. Our employees receive formal training on eco-awareness, to drive our sustainability performance, including in waste management and recycling. Further, relevant members of our workforce receive training on bribery and corruption. We provide training relevant to an individual's role, regardless of gender, other diversity factors, and employee level. For further information, see http://www.sands.com/sands-cares/people.html and http://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html</p> <p>See also the Corporate Social Responsibility Overview</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"> - orientation - Team Member handbook - department training - daily pre-shift meetings - quarterly newsletters - property tours - wall displays - video messages - sustainable product giveaways and special Team Member engagement events. <p>Boundary: internal: all entities; external: not material.</p> <p>As we rely on our employees for the execution of our strategy and sustainability efforts, we evaluate our management approach to training based on our performance against our goals and targets in relevant areas.</p>
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 404: TRAINING AND EDUCATION 2016		
404-I	Average hours of training per year per employee	GRI Index, Data appendix, Training data, p. 15
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	<p>At Las Vegas Sands, we believe our work culture is enhanced and our business is most successful when we embrace the unique experiences and diverse perspectives of our Team Members. This means showing an understanding of and respect for all Team Members' gender, race, ethnicity, sexual orientation, disability, religion, and age, as well as their unique cultural backgrounds, experiences, opinions, and ideas.</p> <p>We achieve this by:</p> <ul style="list-style-type: none"> - recruiting, training, and developing individuals of all experiences, ages, cultural and racial backgrounds, and religious beliefs - valuing and showing respect for the unique cultural backgrounds and diverse experiences of our Team Members - maintaining membership in and support of groups and programs that encourage and promote various diversity and inclusion initiatives. <p>See our Code of Business Conduct and Ethics and information on Sands Cares</p>
I03-2	The management approach and its components	
I03-3	Evaluation of the management approach	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-I	Diversity of governance bodies and employees	<p>See our Code of Business Conduct and Ethics and information on Sands Cares</p> <p>See our Board of Directors</p> <p>See our Leadership Team</p> <p>Employees: GRI Index, Data appendix, Employee data, p. 14</p>

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
LOCAL COMMUNITIES		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	Our approach to local community involvement is set out in the stakeholder engagement pillar of our ECO360 strategy, see online: https://www.sands.com/sands-eco-360/our-strategy.html .
I03-2	The management approach and its components	In addition to our environmentally focused ECO360 program and report, Las Vegas Sands Corp. has an extensive corporate citizenship program called Sands Cares . See also the Corporate Social Responsibility Overview for more information. Boundary: internal: all entities; external: our supply chain and communities.
GRI 413: LOCAL COMMUNITIES 2016		
413-I	Operations with local community engagement, impact assessments, and development programs	<p>See also our citizenship program Sands Cares and the Corporate Social Responsibility Overview</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>Las Vegas Sands has also established industry-leading policies and programs for responsible gaming, prevention of financial crimes, and counter trafficking that protect our patrons, our Team Members, our partners, and all of the communities where we operate. Project Protect is a comprehensive global initiative based on three pillars: Responsible Gaming, Prevention of Financial Crimes, and Counter Trafficking. This initiative aims to reduce gambling risk and improve social safeguards to help our guests make informed choices; keep our environments and communities safe by keeping illegal activity and crime out; and execute zero tolerance policy for human trafficking in any form through a multi-layered, proactive, and reactive approach, strong relationships with local law enforcement, and comprehensive surveillance and security measures. For more on Project Protect, see https://www.sands.com/sands-cares/people.html</p>

Material Topics (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
CUSTOMER HEALTH AND SAFETY		
GRI 103: MANAGEMENT APPROACH 2016		
I03-1	Explanation of the material topic and its Boundaries	Health and safety for our guests and Team Members is a top priority for Las Vegas Sands. We continuously assess our products and services to ensure that our Team Members and guests have a safe place to work or play.
I03-2	The management approach and its components	Our resorts are aligned with leading environmental, health, and safety practices put forth by globally recognized green building rating systems such as LEED and GreenMark. We also uphold our internally developed Sustainable Development Standards : a set of requirements and criteria for design, construction, remodel, and renovation projects that leverages industry best practices and resort development expertise. Initiatives related to overall indoor environmental quality, indoor air quality, and building occupant health and comfort are implemented to create healthy spaces for our guests and Team Members.
I03-3	Evaluation of the management approach	<p>Safety is also a top priority for Las Vegas Sands. At The Venetian Resort Las Vegas, we recently doubled the size of our security department and increased our K-9 unit, making it the largest private company K-9 team in the state of Nevada.</p> <p>Further, our Sands Quality Assurance Team as well as third-party auditors regularly conduct health and safety audits for food and beverage and other tier one suppliers to ensure we provide our guests with safe and high-quality products. Our Sustainable Procurement Policy encourages sustainable product development and procurement by promoting resource conservation, increased use of recycled content and maximization of product recyclability, as well as reduced use of toxic and harmful chemicals.</p> <p>Also see 413-1 for information on Project Protect, our global program that strives to reduce gambling risk and improve social safeguards, keep our environment and communities safe by keeping illegal activity and crime out, and counter human trafficking in any form through strong relationships with local law enforcement and comprehensive training, surveillance, and security measures.</p> <p>Also see our Code of Business Conduct and Ethics and our Sands Cares program.</p>
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of products and service categories	<p>See our 2018 CDP Climate Change response</p> <p>See our Sands China Ltd. Sands ECO360 Environmental Report</p>

Data appendix

All data below is from the calendar year 2018.

Employee data

	LVSC	Sands China Ltd.	Marina Bay Sands	Las Vegas*	Sands Bethlehem
Total workforce	48,935	26,100	10,120	10,356	2,359

Diversity

	LVSC	Sands China Ltd.	Marina Bay Sands	Las Vegas*	Sands Bethlehem
Total workforce	48,935	26,100	10,120	10,356	2,359
Female share of total workforce (%)	50%	51%	47%	49%	43%
Females in management positions (%)	43%	43%	44%	43%	35%

Training and development

Average hours of training and development per full-time employee (FTE).

Region	Average hours training per FTE	% Coverage
Macau	66.1	99%
Singapore	17.4	92%
U.S.†	4.5	100%

† In this table U.S. includes Las Vegas Sands Corp., The Venetian Resort Las Vegas, Sands Aviation, Sands Expo and Convention Center, and Sands Bethlehem.

Anti-corruption training

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

	Sands China Ltd.		Marina Bay Sands***		Las Vegas*		Sands Bethlehem	
	Completed	Percent**	Completed	Percent**	Completed	Percent**	Completed	Percent**
Directors and above	248	100%	273	100%	380	99%	44	100%
Managers/supervisors	2,508	99%	1,527	100%	1,163	99%	439	99%
Salaried/specialists	20,998	98%	55	100%	647	99%	94	100%
Hourly/operations	34	100%			7,508	97%	1,570	97%
Total	23,759	99%	1,855	100%	9,695	98%	2,147	98%

* Las Vegas refers to Las Vegas Sands Corp., The Venetian Resort Las Vegas, Sands Aviation, and Sands Expo and Convention Center.

** Percentages provided are approximate.

*** Marina Bay Sands job categories do not distinguish between salaried, specialist, and hourly/operations.