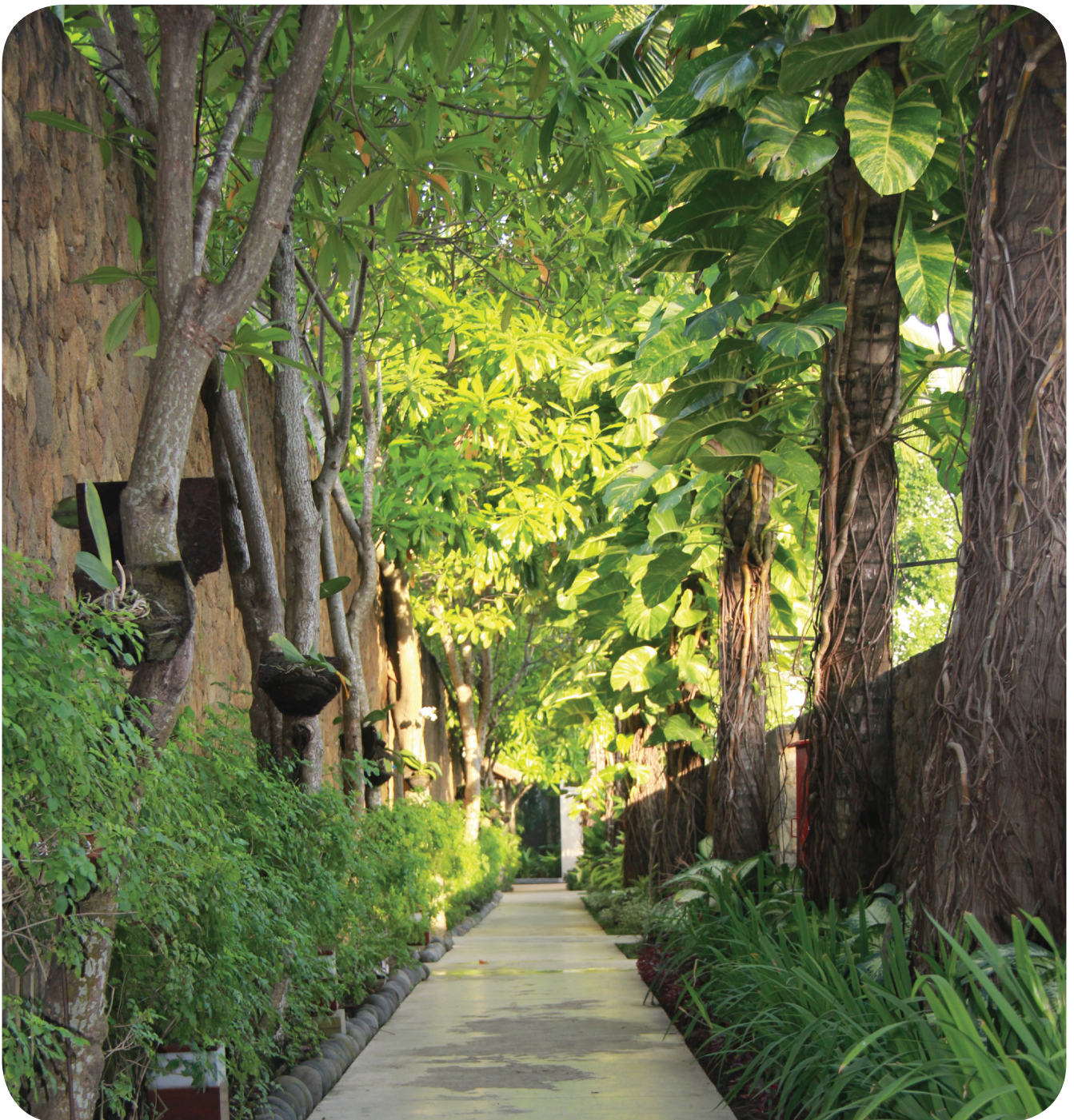


# HUATONG GLOBAL LIMITED

## SUSTAINABILITY REPORT

2021



## TABLE OF CONTENT

MESSAGE FROM THE CHAIRMAN	03
ABOUT THIS REPORT	04
ORGANISATIONAL PROFILE	05
OUR APPROACH TO SUSTAINABILITY	10
STAKEHOLDERS ENGAGEMENT	12
IDENTIFYING OUR FOCUS	13
WATER AND ENERGY CONSUMPTION	14
WASTE DISPOSAL AND MANAGEMENT	17
EMPLOYMENT	21
OCCUPATIONAL HEALTH AND SAFETY	24
TRAINING AND EDUCATION	27
GRI CONTENT INDEX	29







## Dear Valued Stakeholders,

On behalf of the Board of Directors (“Board”), I am pleased to present our Sustainability Report (“SR”) for Huatong Global Limited (“Huatong” and together with our subsidiaries, the “Group”) for the financial year ended 31 December 2021 (“FY2021”).

This report aims to communicate our Group’s sustainable practices in terms of environmental, social and governance (“ESG”) aspects which we have embedded into our business operations.

The Board is committed to sustainability as part of our business operations and fully supports the adoption of the Singapore Exchange Securities Trading Limited (the “SGX-ST”) sustainability reporting guidelines for all listed companies. Our Board also oversees our overall sustainability direction and strategies, and evaluate the sustainable practices from time to time to ensure that these practices are of continued relevance to our operations.

The Group has resumed all construction activities but manpower shortage remains a challenging issue for the construction industry in Singapore in the near term.

The Government announced further easing of border restrictions. In the mid-to-longer term, Singapore’s high vaccination rates and steady public sector construction developments are expected to pave the way towards the recovery of the overall economy, and the construction sector. In view of the challenging economic conditions, the Group will remain operationally and financially prudent to conserve resources and prepare for post pandemic recovery.

Over the next few years, Singapore is expected to focus on major infrastructure projects such as the Cross Island Line, developments at Jurong Lake District and construction of Changi Airport Terminal 5, which will continue to support the construction activity in Singapore. Amidst the uncertain economic outlook exacerbated by the Covid-19 outbreak both regionally and in Singapore, the Group will monitor the macro-economic environment closely and selectively bid for targeted contracts. Our Group has commenced the commercial operation of the 10,400 pax dormitory at Changi. With more workers coming into Singapore, we expect the occupancy rate to increase towards full utilisation. The Group will continue to actively explore business opportunities in Singapore.

As our business practices evolve through this challenging business environment, we are grateful to all stakeholders who have supported us through this journey of discovery and watch us move towards a more sustainable and resilient future.

**Mr. Ng Hai Liong**  
Executive Chairman

# SUSTAINABILITY REPORT

## ABOUT THIS REPORT

### Report Methodology

This report is prepared in accordance with Rules 711A and 711B of the SGX-ST Listing Manual Section B: Rules of Catalist (“Catalist Rules”) and the Global Reporting Initiative (“GRI”) Standards Sustainability Reporting Guidelines 2016 - Core Option and its reporting principles.

We have adopted the GRI reporting framework for its robust regime and detailed guidance on which offers an internationally-recognised benchmark for the disclosure of governance approaches, the environmental, social and economic performance and impacts on organisations. The GRI content index and relevant references are provided at the end of this report.

### Reporting boundaries

The report is prepared in accordance with GRI Principles for defining report content including:

- **Materiality**  
Focusing on issues that impact business growth and are of utmost importance to stakeholders.
- **Stakeholders Inclusiveness**  
Responding to stakeholder expectations and interest.
- **Sustainability Context**  
Presenting performance in the wider context of sustainability.
- **Completeness**  
Including all information that is of significant economic, environmental, social and governance impact to enable stakeholders to assess our Group’s performance.

### Report Scope

This report covers the period from 1 January 2021 to 31 December 2021, which is in line with our Group’s financial year end. Our Group has not sought any external assurance for this sustainability report. As part of our conservation efforts to go paperless, this report is provided in electronic format only and is available for download on our website at <http://www.huatong-global.com> and at SGXNet.

### Report Contact and Feedback

We value your feedback as part of our continued efforts to improve our sustainability initiatives and we encourage you to contact us through the following channels:

In writing to:

**Huatong Global Limited**

No. 9 Benoi Crescent Singapore 629972

Via our contact page at:

<http://www.huatong-global.com./contact.html>



## ORGANISATIONAL PROFILE

### Background

Our Group is one of the leading civil engineering service providers, with near to 40 years of presence and track record in numerous large infrastructure projects in Singapore.

Founded in 1983 and listed on the Catalist of the SGX-ST since 9 December 2014, Huatong Global Limited is headquartered in Singapore. In addition to our core pillars of civil engineering services, inland logistic support and sale of construction materials, we have also ventured into a new sector in maintenance and operation of dormitory. Our sustainability journey is aligned and driven by our business activities along each pillar.



*CIVIL ENGINEERING SERVICES*



*INLAND LOGISTIC SUPPORT*



*SALE OF CONSTRUCTION MATERIALS*



*DORMITORY OPERATIONS*

### CIVIL ENGINEERING SERVICES

We provide a full range of civil engineering services from earthworks, infrastructure works, external works, demolition and excavation works, site clearance, drainage works, reinforcing bar installation, formwork, concrete installation, backfill and compaction to final handover.

### INLAND LOGISTIC SUPPORT

We provide inland logistics support through the provision of a wide range of construction equipment, including, among others, tipper trucks, compactors, excavators, concrete pumps.

### SALE OF CONSTRUCTION MATERIALS

We sell construction materials such as sand and granite aggregates, recycled concrete aggregates and Liquefied Stabilised Soil ("LSS"). We also manufacture and supply LSS, a self-flowable, self-compacting and self-levelling alternative to conventional compacted fill.

### APPROVED TRAINING AND TESTING CENTRE

We are the BCA approved training and testing centre to conduct various machinery handling courses and offer test enrolment services. Through the trainings, workers are able to enhance their productivity and quality in the construction industry.

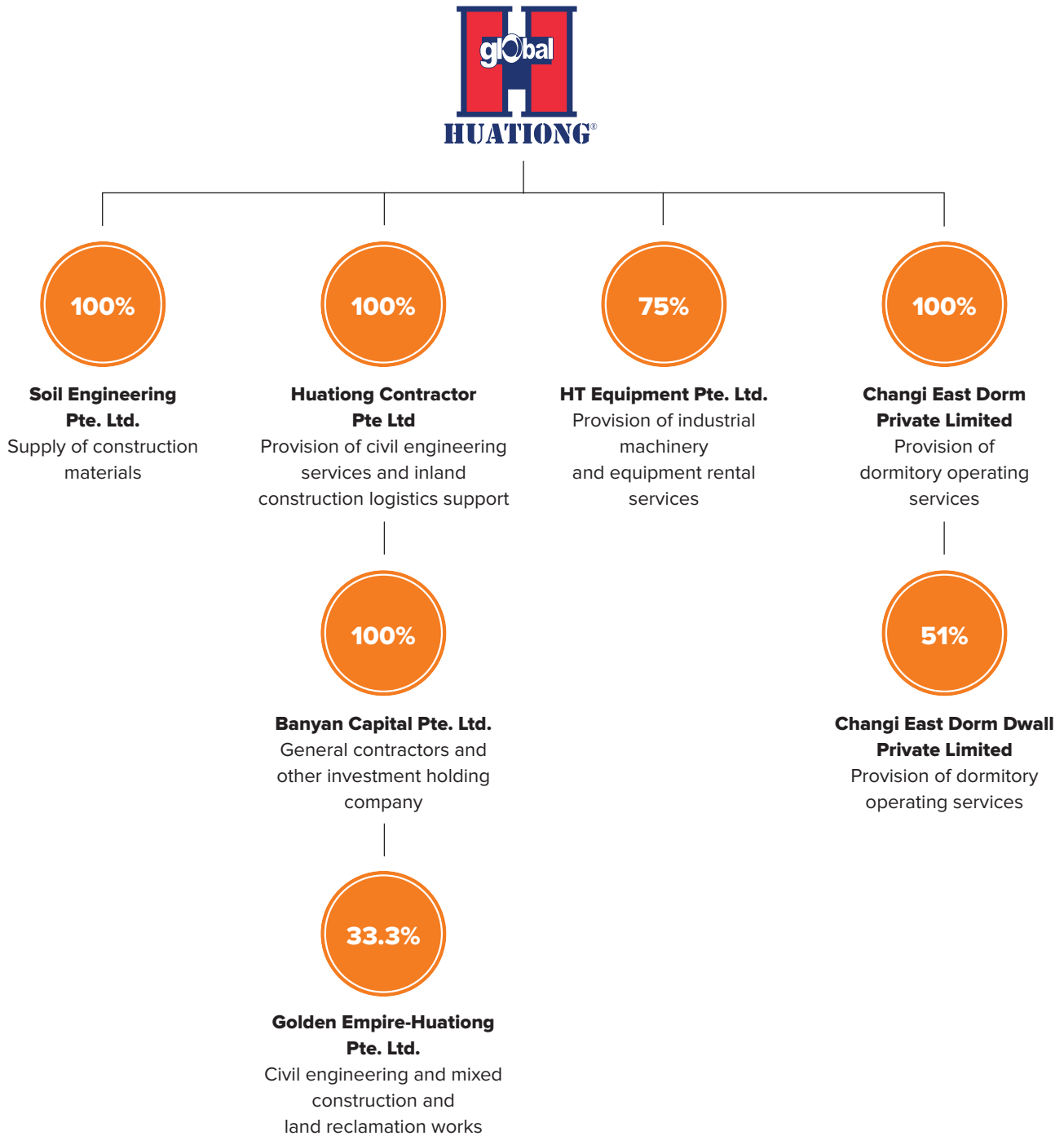
### DORMITORY OPERATIONS

We have designed, built and now operate a Dormitory with an accommodation capacity of 10,400 beds for workers.

For more information, kindly refer to the Corporate Profile on page 3 of the Company's FY2021 annual report ("Annual Report").

# SUSTAINABILITY REPORT

## CORPORATE STRUCTURE



## OUR VISION

Provision of value-added integrated solutions in civil engineering to various stakeholders and safely deliver projects on time for our customers.

We also strive to enhance growth of our industry by fostering new ideas and innovation, creating long-term value for our stakeholders.

## OUR CORE VALUES



**Teamwork**



**Integrity**



**Excellence**



**Employee  
Recognition**



**Safety**



**Innovation**



## Supply Chain

Huatiang believes that sustainable supply chain management is a robust driver of value and success for our business. With the volatility and uncertainties introduced by Covid-19 pandemic, our supply chain had been severely impacted throughout the financial year in 2021. During these challenging times, we recognise the importance to maintain a sustainable supply chain by working closely and maintaining collaborative relationships with our partners, suppliers and subcontractors.

To resolve the disruptions caused by the Covid-19 pandemic, our operation team has switched the shipping method of raw materials from sea shipping to air freight and also increased the inventory holding level of raw material to ensure projects can continue with minimal disruptions.

### SUPPLY CHAIN ASSURANCE

A set of stringent selection and evaluation criteria has been established to assess and ensure the suppliers and subcontractors' performance align with our quality standards, social and environmental principles.

The criteria that we examine our key suppliers and subcontractors include:

- the quality of the products and services provided;
- financial health;
- reputation in the industry and market; and
- sustainability efforts undertaken by our suppliers and subcontractors such as effective health and safety system, environmental management and ethical conduct.

This supplier selection and evaluation process also ensures that we provide fair and transparent treatment to all our suppliers and subcontractors.

We also recognise the importance of performing periodic checks and assessments on services provided by our existing suppliers to ensure that the products and services provided by them meet our stringent quality standards, are aligned with our business requirements and also help us achieve our sustainability objectives.

## Awards, Certificates and Memberships of Association

As testament to our commitment towards maintaining high standards of environmental, safety compliance and management, our Group has received numerous awards and accreditations such as BizSAFE Level Star and BCA Green and Gracious Builder Award.

BizSAFE Level Star Certificate

BCA Green and Gracious Builder Award

ISO 9001: 2015  
ISO 14001:2015  
ISO 13485:2016  
ISO 45001:2018

Some subsidiaries of our Group are registered with the Singapore Contractors Association Ltd under the following trade registrations:

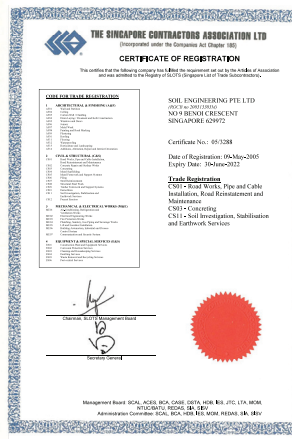
CS01 - Road Works, Pipe and Cable Installation, Road Instatement and Maintenance

CS03 - Concreting

CS10 - Demolition

CS11 - Soil Investigation, Stabilisation and Earthwork Services

These subsidiaries are admitted to the Registry of Singapore List of Trade Subcontractors.



# SUSTAINABILITY REPORT

## OUR APPROACH TO SUSTAINABILITY

### Sustainability Approach

Under the leadership of our Board, we integrate sustainability principles into our businesses. Our Board oversees our sustainability direction, strategies and is supported by our management team.

#### The Board

- Provides strategic direction and specifically considers sustainability issues as part of its strategic formulation
- Determines material ESG factors and ensures that they are monitored and managed
- Evaluate the sustainable practices from time to time to ensure that these practices are of continued relevance to our operations

#### Management team

- Assists the Board in fulfilling its responsibilities for our Group's sustainability initiatives
- Implement sustainability-related initiatives cascaded from the Board, ensuring a clear and consistent approach across our Group

We actively engage our key stakeholders, especially during this period of volatility to understand and evaluate their needs to ensure their expectations are in line with our value creation strategy. Please refer to page 12 for our stakeholder engagement framework and activities in this report.

### Corporate Governance

Our Group is committed to maintaining a high standard of corporate governance and ethical business conduct to ensure our Group's long-term success, as well as to safeguard the interests and maximise value for our stakeholders. We also strive to conduct our business activities in a socially- and environmentally-sustainable manner. We understand the importance of good corporate governance, greater transparency and accountability in our businesses.

Our Group have adopted a framework of corporate governance policies and practices in line with the principles and provisions set out in the Code of Corporate Governance 2018 (the "2018 Code"). Details of our compliance to each of the principles and provisions listed in the 2018 Code are disclosed in the corporate governance report of our Annual Report. Any deviations from the guidelines in the Code, where noted, will be duly explained.

### Code of Conduct

Our Group's Code of Conduct is established in the Employees' Handbook which is made known to all our employees. It serves as a central guide and reference to our employees on our expectations and principles of workplace behaviours. Our Group advocates a "zero tolerance" and strict stance against bribery and corruption. All employees are expected to fully comply with the Code of Conduct.

### Declaration of Conflict of Interest

Our Group have established a set of policies and procedures for employees' declaration of potential conflict of interests. All employees of our Group are required to declare and disclose any situation where their private businesses or personal interests may conflict with those of our Group.



## Whistle-Blowing Policy

Huatiang promotes constructive dialogue with employees and provides avenues for employees to raise their concerns and report cases of suspected fraud, corruption, and dishonest practices. Our Group has a whistle-blowing policy where employees may, in confidence, raise concerns about possible irregularities in financial reporting and/or other matters.

Our whistle-blowing policy also defines reportable incidents, to provide clarity to our employees. A copy of our whistle-blowing policy can be found in our Employee Handbook, which is made available to all our employees.

The policy includes provisions for the independent investigation of such matters and permits whistle blowers to report directly via email to any of the Whistle-Blowing Committee members. The Whistle-Blowing Committee comprises of all members of the Audit Committee, whom are all Non-Executive and Independent Directors. The Audit Committee (the "AC") has the power to conduct or authorise investigations into any matter within the AC's scope of responsibility, and if it deems appropriate, may engage independent advisors at our Group's expense for the purpose of resolving the complaint. Findings from any investigations shall be reported to the AC for their further action.

## Enterprise Risk Management Framework

Our Group strives for sustainable business growth through strict compliance with corporate governance and risk management practices. Risk management is a vital aspect of our business activities and decision-making process.

An Enterprise Risk Management ("ERM") framework was established to identify, manage and mitigate significant risks of our Group, as well as to capture opportunities that our Group can potentially leverage on to meet our business objectives. The Risk Committee, comprising our Chief Executive Officer as the Chairman and three (3) independent directors as members, oversees the risk management of our Group. Regular reviews on our Group's strategic, financial, operational and compliance matters are carried out so that the Group can identify emerging risks and adopt a precautionary approach to managing risks.

## ERM OBJECTIVES



The ERM framework includes half-yearly reports to our Board regarding current and emerging risks, and mitigating measures in place. This enables us to be vigilant and prepared while managing recognised risks in an efficient and structured manner.

# SUSTAINABILITY REPORT

## STAKEHOLDER ENGAGEMENT

Huatong values all stakeholders and their feedback as integral parts of our business. We actively engage our key stakeholders through various channels to understand their concerns in order to align the business interest and ultimately to generate sustainable value in the long-run. We have identified 6 stakeholder groups who are significant to the Group's business and operations. The key topics and the engagement platforms are as follows:

Stakeholders	Key Topics	Engagement Platform
Employees 	Occupational health and safety Fair employment practices and compensation Training & development Performance Work-from-home arrangement Staggered working hours	Employee Handbook Trainings Performance appraisals Grievance / feedback channels Internal communication through emails Team bonding activities Annual appreciation dinner Staff exit interviews
Customers 	Product / Service quality Project timeliness, requirements and specifications Workplace safety Information and data security Feedback on completed projects	Regular meetings Feedback channels such as email and telephone communications Corporate website Site visits Virtual meetings
Suppliers/ Consultants/ Subcontractors 	Product / Service quality Project timeliness, requirements and specifications Workplace safety Pricing and payment terms	Regular meetings Timely feedback regarding material/services provided Site visits Virtual meetings
Shareholders & Investors 	Business strategy and directions Financial performance Dividend pay-out	Shareholders' meetings SGX announcements Corporate website and email
Government & Regulators 	Corporate governance Compliance with rules and regulations Sharing of industry best practices	Government publication / written communication Industry networking functions Seminars conducted by the regulators
Community 	Clean and safe environment for the community Keep neighbours informed of possible disruption in their lives Green and gracious environment	Meetings Notices Charity events

## IDENTIFYING OUR FOCUS

With continuous engagement with our stakeholders and periodic re-assessment of our ERM, we have assessed that the following 5 material aspects continue to be relevant and important to our business model and strategy.



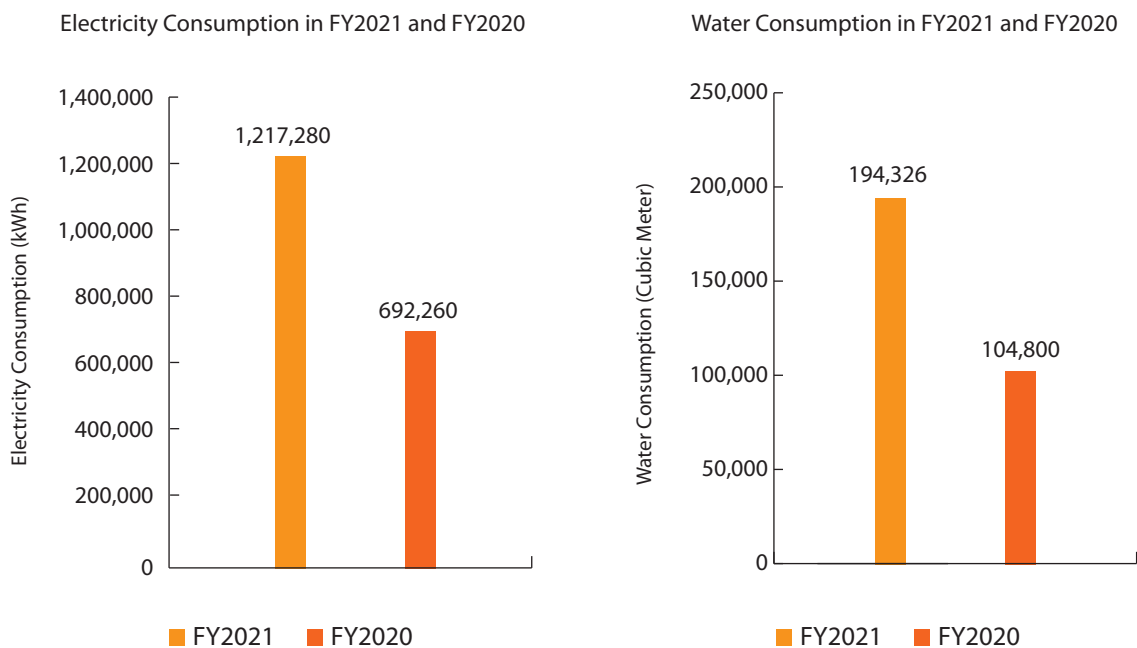


## WATER AND ENERGY CONSUMPTION

Environmental sustainability is one of the key tenets to construction industries worldwide and our Group recognises how we can contribute positively and tackle issues such as water scarcity and global warming.

In water-scarce Singapore where Huatong's business is operating, effective management of both the consumption and quality of water at our project sites is extremely important and our Group continues to conserve and reduce water consumption through various initiatives.

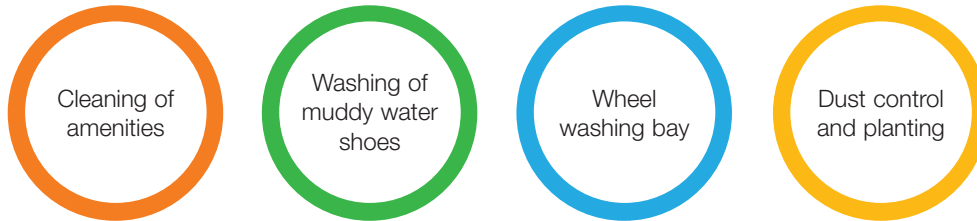
A considerable amount of energy is required to run our operations involving construction activities. We recognise the importance of our role in managing energy consumption to promote environmental sustainability and cost savings.



In FY2021, we consumed a total of approximately 1,217,280 kWh of electricity energy and 194,326 cubic meters of water. This was a 75.8% increase in electricity and 85.4% increase in water consumption over FY2020. As Covid-19 restriction measures eased in FY2021, activities in relation to construction projects resumed and thus resulted in an increase in electricity and water consumption.

## Water Conservation Initiatives

Recycled water  
Processed sewage water  
Rain water



In order to minimise the usage of fresh water in our operations, we utilise recycled water and process sewage water and rain-water for daily operations. We encourage our employees and customers to cultivate water-saving habits by raising awareness on the importance of water conservation. We have in place sign-boards and stickers at our offices and work-sites as a friendly reminder as well. Our offices use water efficient fittings that come with half-flush mechanism and self-release water taps.



Collection of rain water into IBG Bin for cycling purposes



Road washing using recycled water



Recycled water for Drainage washing



Recycle water from ECM used for wheel washing bay

# SUSTAINABILITY REPORT

## Electricity Conservation Initiatives

We promote and incorporate eco-friendly practices in our business such as the use of energy efficient equipment, energy efficient lightings, inverter air conditioning systems and appliances endorsed with the Singapore “Green Label”. We encourage our employees to switch off lights and electrical appliances in the office when not in use. Regular maintenance of our equipment is conducted to optimise energy efficiency.



*Reminder to Switch off when not in use*



*Solar source for our noise monitoring system*



*Use of solar system for Earth Control Management on Total Suspended Solids and CCTV*

Our Group had adopted several on-going green initiatives to reduce its carbon footprint. Some initiatives include the selection of alternative electrical power supply such as AC Grid power supply and the installation of solar panel system to supply clean power for our site equipments, such as total suspended solids monitoring devices, CCTV, robotic traffic control and noise monitoring system.

We constantly educate our employees on how to implement the Reduce, Reuse and Recycle (“3Rs”) initiatives in their daily work operations, and communicate energy saving tips such as using less air-conditioning and the benefits of car-pooling.

## Subsequent reporting for FY2022

Moving forward, we strive to continue monitoring the level of water and electricity consumption in FY2022 and identify new initiatives to improve efficiency in water and energy management.



## WASTE DISPOSAL AND MANAGEMENT

Construction activities generate large amounts of waste, which puts a strain on our natural resources and ultimately leads to environmental degradation. Proper waste management is necessary to minimise environmental pollution and its threat to the environment and human health.

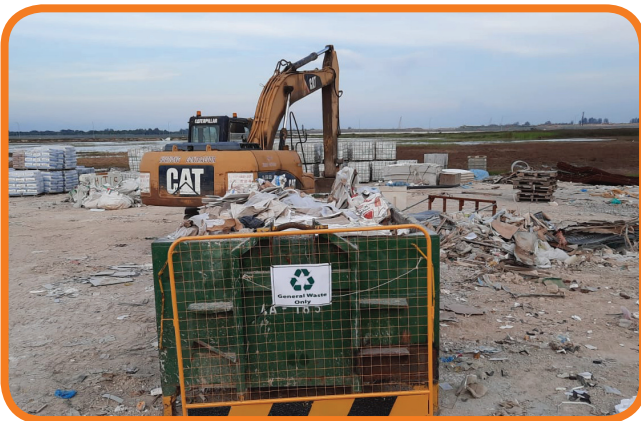
Our approach to waste management starts with using natural resources wisely and efficiently, accompanied with the conservation of energy and water. Our Group minimises waste through the 3Rs' approach. Disposal containers are placed around the project sites at designated areas for proper waste disposal.



Recycle waste bin



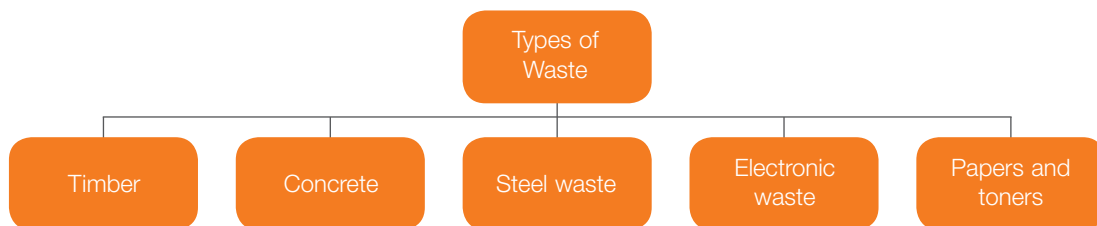
Metal waste bin



Construction waste bin



Wood waste bin



Briefings are conducted regularly to guide workers for proper disposal of waste at the project sites. Materials such as timber and metal are reused at our site where possible. If the materials cannot be repurposed, they are sent for recycling, together with other non-recyclable construction wastes which are collected and processed by licensed contractors.

# SUSTAINABILITY REPORT

Construction waste collected by these contractors are segregated accordingly at respective construction sites before being transported to government landfills or incinerators.

Our Group has established a Green and Gracious Best Practices Operation Manual (the “GGBP”) for the Green and Gracious Builder Scheme (the “GGBS”), including a detailed policy and procedures for waste disposal and management as well as our 3Rs Programme, which is disseminated to all our employees for adherence.

We have ongoing programs to raise awareness and encourage the employees and contractors to participate in our 3Rs Programme and responsible waste management initiatives. Through our annual GGBS Awareness Quiz, we monitor our employees’ awareness on the GGBP and improve their knowledge and competency on the GGBS.

Since 2004, we have been recycling construction waste and aggregates to produce recycled concrete aggregates, which are typically used for road construction or trench backfilling.

We also manufacture and supply Liquefied Soil Stabilizer (“LSS”), a self-flowable, self-compacting and self-levelling alternative to conventional compacted fill. LSS is an environmentally friendly material and can be used as non-structural fill for buildings and other structures, as well as for backfill in utility and road construction. LSS reuses soil that has been excavated in construction projects and which would otherwise be discarded as waste. Compared to conventional compacted fill, LSS also has an advantage of being excavated again easily. Such practice serves to reduce the environmental impact with decreased dependence on non-recyclable materials.



*Use of system formwork to reduce timer usage*



*Use of sustainable material LSS for slope protection*

In addition to our efforts to reduce waste disposal, the Group has also adopted the following initiatives that are both environmentally-friendly and productivity-driven.

Adoption of system formwork for its better casting quality and productivity, shorter assembling and dismantling time, environmental friendly due to its reusability and safer to use as compared to the conventional formwork

Adoption of pre-fabricated reinforced concrete drains for easy installation, higher structural and architectural standards and less concrete wastage at site when compared to the conventional cast-in-situ drains

Adoption of high efficiency screener technology to separate rocks, soil, stones and rebar for reuse. The tier 3 engine ensures lower fuel consumption, thus reducing carbon footprint



Separation of Soils/Rock/Stones/Rebar for reuse by our High Efficiency Screener



# SUSTAINABILITY REPORT

Our sites use recycled and sustainable materials for non-structural applications such as making signages using excess rebars, timber and concrete, and making helmet racks, shoe racks using excess metal poles. We also reuse safety helmets as flowerpots.



*Recycle wasted timber as shoe rack*



*Recycle of wasted metal as flower pot*

Our suppliers and subcontractors also play a role in helping us achieve our sustainability efforts. Our Green and Gracious Builder Scheme is included as one of the considerations during selection of suppliers and subcontractors. Our supplier evaluation form include scoring for suppliers' Environmental, Health and Safety performance.

In recognition of our efforts to reduce waste, our Group is certified as operating an environmental management system which conforms to the requirements of ISO 14001:2015 in the scope of providing building construction and civil engineering services as well as the production and delivery of LSS. Our Group also received the Green and Gracious Builder Award from the Building and Construction Authority ("BCA").

## **Subsequent reporting for FY2022**

Moving forward, our Group aims to continue identifying new initiatives to improve the effectiveness in waste disposal management. We will also continue to encourage and remind our employees to constantly practice the current waste-reducing initiatives in place.

## EMPLOYMENT

Our employees are recognised as vital assets to us as they ensure smooth-running and innovative operations within our Group, enable us to achieve our business strategies and sustainable growth, and serve as a point of contact between our customers and our management. Hence, we recognise the importance of attracting and retaining a diversified talent pool to help inject fresh ideas and perspectives into the Group.

We have in place integrated human capital strategies and policies to enhance our Group's ability to attract and retain top talents as well as to improve employees' overall performance. Our comprehensive Human Resource ("HR") Policy covers key areas such as:

- staff recruitment and selection;
- remuneration and benefits;
- performance appraisals;
- career development and training;
- safety and security; and
- cessation of employment.

We also value recommendations and area of improvement gathered from exit interviews with leaving staff.

### **Fair Employment Practices and Diversity**

To ensure that we practice fair employment, we reference our HR practices from the Fair and Progressive Employment Practices formulated by Singapore Tripartite Alliance which comprises the Ministry of Manpower (the "MOM"), Singapore National Employers Federation and National Trades Union Congress.

We embrace diversity by hiring and retaining talents based on meritocracy to ensure equal opportunities for growth and development. We conduct performance appraisal annually to evaluate the employees' performance and help them achieve their self-development goals.

These HR practices are encapsulated in our Employee Handbook which is shared to all our employees for transparency and accountability.



# SUSTAINABILITY REPORT

## Open Communication and Timely Feedback



*Feedback/Suggestion box for site personnel to submit improvement ideas for the site or other concerns*

In line with our commitment towards creating a conducive working environment, we constantly gather feedback from employees and communicate with them on their concerns and expectations through platforms such as departmental and project meetings, performance reviews and tea sessions. Through performance reviews and exit interviews, we gather feedback from our employees for the continuous improvement of our organisation. Furthermore, we establish a common understanding and promote an inclusive work environment based on mutual trust and respect by having open and effective communication channels with our employees. This is key to improving the effectiveness and efficiency of our business operations and management.

## Work Environment

Our Group supports employees' mental and physical wellbeing through the provision of a secure and conducive working environment. We regularly monitor our performance in these areas and periodically review our policies so that we provide the best for our employees.

In addition to annual leave benefits mandated by government regulations, we go beyond by promoting work-life balance and a healthy lifestyle for our employees. We have a fitness gym and badminton courts located at our Headquarters where our employees can enjoy a change of pace by working out or playing a game of badminton with their colleagues. We also extend our team bonding through company trips but due to the Pandemic, we have no choice but to put such trips on hold.



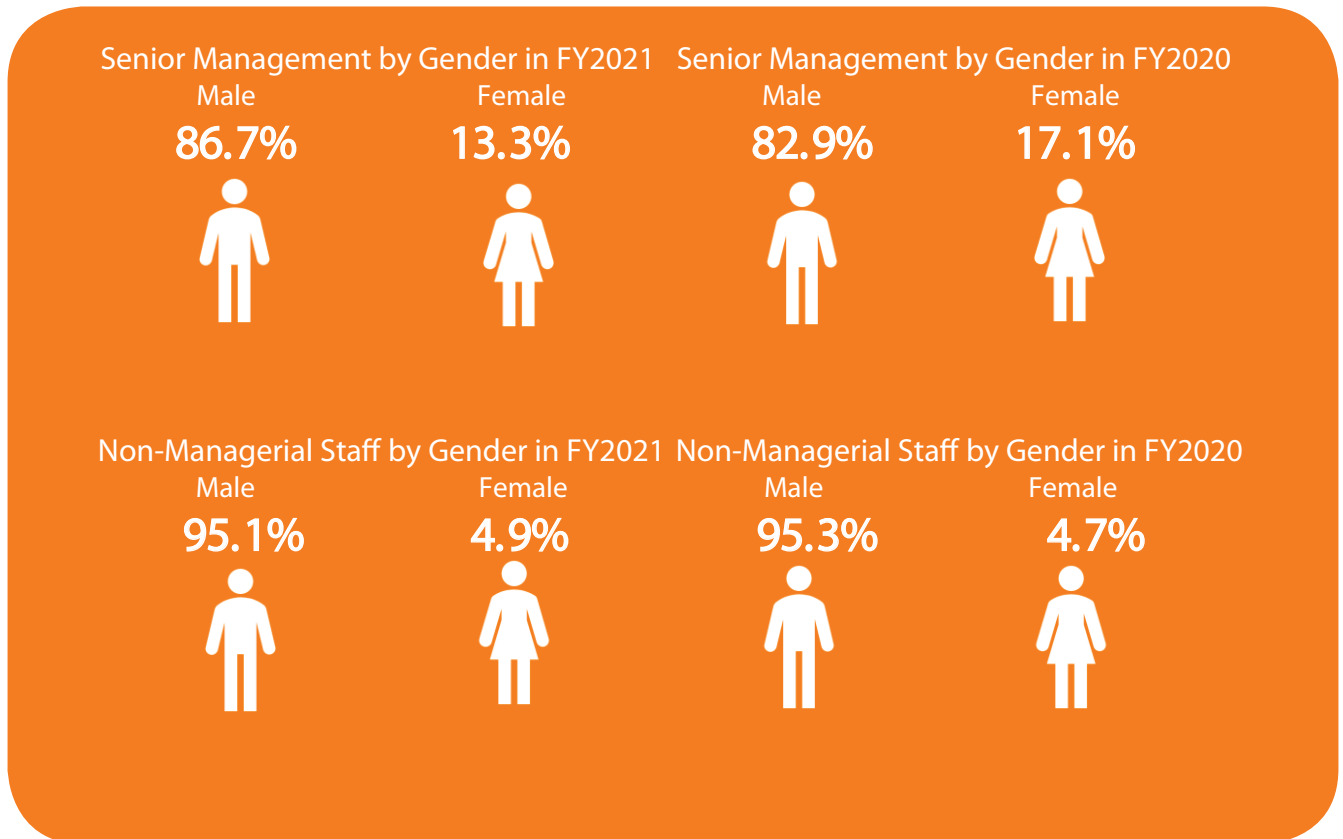
*Fitness Gym*



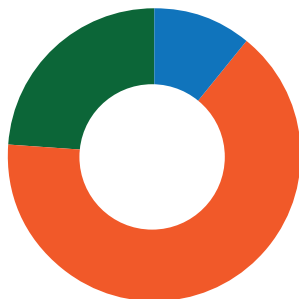
*Conducive Dormitory*

We have always embraced the philosophy of giving back to the community. However, in the midst of the Covid-19 pandemic, involvement in physical charity events has been placed on hold.

## Employee Statistics

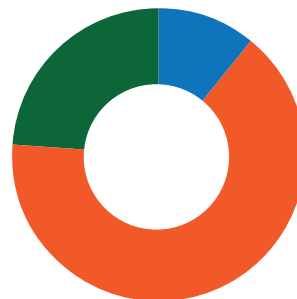


Employee by Age Group in FY2021



■ < 30 years old 
 ■ 30-50 years old  
■ > 50 years old

Employee by Age Group in FY2020



■ < 30 years old 
 ■ 30-50 years old  
■ > 50 years old

# SUSTAINABILITY REPORT

## Response to Covid-19

Our Group faced unprecedented challenges brought about by the Covid-19 pandemic where it drove us into a very difficult situation of revising our employees' remuneration for financial sustainability. We are glad that our employees have decided to remain and fight with us during these hard times.

The Group has resumed all construction activities but manpower shortage remains a challenging issue for the construction industry in Singapore in the near term.

The Government announced further easing of border restrictions. In the mid-to-longer term, Singapore's high vaccination rates and steady public sector construction developments are expected to pave the way towards the recovery of the construction sector and the overall economy. In view of the challenging conditions, the Group will remain operationally and financially prudent to conserve resources and prepare for post pandemic recovery.

## OCCUPATIONAL HEALTH AND SAFETY

Employees' health and safety is the top priority of our Group, given that the industry we operate in has a higher risk of workplace accidents as compared to the other industries. We are responsible for and obligated to provide a safe and healthy environment for our employees, subcontractors and customers. The health and well-being of our people ultimately affect our Group's goals and objectives.

### Workplace Safety Approach

Cultivate safety-oriented management culture



We believe that safety education and accident prevention is everyone's responsibility. All employees, especially site workers are equipped with the skills and knowledge to take ownership of workplace safety. Our management takes responsibility to closely monitor high-risk activities and share near-miss accidents that could lead to an accident. We also engage with our contractors and consultants through risk reviews and monitoring of environmental, health and safety matters.

We educate and ensure our employees understand the safety rules and mandatory use of personal protective equipment to prevent injuries. It is compulsory for all our workers to attend regular safety and health trainings. These trainings present our WSH policy, highlight workplace hazards and potential risk areas of accidents that may occur and introduce our Occupational Health and Safety measures. Trainings for specific work activities, such as lifting, excavation, work at height, hot work confined space, are provided when required. These trainings help embed the fundamental concepts of safety into the work culture and ingrain these habits into of our employees.

Biannual fire drill exercises are conducted on site as well as in office as part of emergency preparedness procedure to ensure our employees are aware of the safety evacuation procedures.

Reminders are also given to employees on workplace safety. Safety measures and occupational health precautions are constantly conveyed to employees during the regular meetings such as daily toolbox meetings to ensure maximum safety protection at worksites. We circulate the WSH alerts issued by WSH Council to all the employees to remind them the importance of workplace safety. The alerts keep the Company and workers informed of recent WSH incidents, learning points and provide recommendations on how similar incidents can be averted.



We are certified under ISO 45001-2018 in Occupational Health and Safety Management. We also received BizSAFE Level Star certificate in recognition of our ongoing commitment and efforts to health and safety. Safety recognition and certifications incentivise employees at construction sites to maintain and improve the standards of health and safety at the sites.

In addition, we have established exclusion zones to prohibit entry of non-authorized personnel. Pedestrian walkway and vehicular paths are clearly segregated with barricades to eliminate risk of accidents and anti-slip gloves are provided for handling glass. We also have implemented the use of digital permit-to-work system for some of our projects. It is a versatile platform where digital permit-to-work can be submitted, validated and approved through the platform which allows easier monitoring of safety processes on site as all key stakeholders have real time access to the safety information on site.



# SUSTAINABILITY REPORT

In FY2021, there were no fatality involved with any accident, however, there were three (3) work-related accidents reported as compared to two (2) accident reported in previous financial year.

## Response to Covid-19

Although there was some easing measures from Circuit Breaker and Covid-19 safety measures during the FY2021, our Group had taken precautionary measures and implemented operational protocols in our operations and dormitory where our workers stay. Safe Management Officers are appointed to assist in the implementation, coordination and monitoring of the system of Safe Management Measures at the workplace and ensure the safety and well-being of our employees. As a responsible contractor, we arranged for employees to periodically attend to construction sites for the supervision of essential activities including vector controls, earth control and safety measures.

We continue to encourage and remind employees to wear masks, maintain social distancing and split them into teams with staggered start times and break hours. We implemented a Smart Pass Management Platform which tracks staff or visitor entry and exit time, performs contactless temperature screening, and detects and reminds staff or visitors if they do not wear masks.



*Safe Distance Practise*



*Smart Pass Management Platform -  
Temperature screening and reminder for  
mask wearing*



*Sanitising common areas and toilets*



*ART kits, Hand Sanitiser, Oximeter and  
Panadol provided periodically*



*Daily Temperature Screening Exercise*

## Subsequent reporting for FY2022

Looking forward in FY2022, we aim towards a zero number of work-related accidents. We will also continue to increase our state of preparedness in the event of any emergency and ensure a safe and healthy working environment for our employees.



## TRAINING AND EDUCATION

Our Group advocates continuous development and advancement for our employees through training programs as we believe that this equips employees with the necessary skillset and helps enhancing employees' competitiveness and productivity.

Our orientation programmes are conducted for new employees to familiarise themselves with our Group's key policies, general working environment, corporate culture, and service knowledge as well as quality requirements. Workers are briefed on the in-house safety rules and regulations regularly and during their first day of induction.

On-the-job trainings are provided by the employees' immediate supervisors, who share their experiences and knowledge, provide guidance and advice, as well as monitor performance of individual employee. Experienced workers are assigned to new workers as part of our buddy system program.



*Training on Chemical Handling*



*Training on Hydraulic Excavator Operations at our ATTC*

We empower our staff with skills and experience through a range of learning and development programmes coordinated by our Group's Human Resource department or initialled by staff themselves. We regularly send our employees to attend seminars, conferences and trainings to improve their technical and functional skills, broaden their knowledge, and ultimately increase their productivity and efficiency at work. Our BCA Approved Training and Testing Centre ("ATTC") conducts courses on hydraulic excavator operation which is also open to public. We will continue to impart knowledge and skills on handling machineries, so as to help the workers to improve their work productivity and quality in a safe manner.

# SUSTAINABILITY REPORT

In FY2021, our employees attended various trainings in both physical and virtual form, to name a few below:

Physical	Virtual
Occupational First Aid Course	Concrete Inspection and Repair Series
Operate Waste Collection Vehicle to Collect Waste	Continuing Education and Training for Gas Pipefitting Works
LTA – Construction safety Management Course	Continuing Education and Training for Core trade Supervisor
Building Control Regulations for Site Supervisors	Safe Management Officers (“SMOs” Course for Construction)
Employment Legislation & Industrial Relations	Safe Management Officers Course for Construction
Apply Workplace Safety and Health in Construction Site	Formwork Design and Safety with Code of Practice

Due to easing measures of Covid-19, most in-person trainings have gradually resumed. As a result, our employees had fulfilled more training hours in FY2021 as compared to FY2020. The average training hours per employee for FY2021 and FY2020 are as follows.

Training	FY2021	FY2020
Average hours of training per employee	14.7 hours	5.5 hours

Subsequent reporting for FY2022

Our Group aims to improve the quality of our training courses and increase the current level of training hours so that our employees are provided with the necessary competencies and skills to perform their work in a safe and efficient manner.

## GRI CONTENT INDEX

GRI Standard	Disclosure	Page Reference / Reason for Omission, if any
<b>GRI 102: General Disclosures</b>		
<b>Organisational Profile</b>		
102-1	Name of the organisation	Page 3
102-2	Activities, brands, products, and services	Page 5
102-3	Location of headquarters	Page 5
102-4	Location of operations	Page 5
102-5	Ownership and legal form	AR Section "Statistics of Shareholdings"
102-6	Markets served	Page 5
102-7	Scale of the organisation	AR Section "Operating and Financial Review"
102-8	Information on employees and other workers	Pages 21 to 23
		AR Section "Board of Directors and Key Executives"
102-9	Supply chain	Page 8
102-10	Significant changes to the organisation and its supply chain	Nil
102-11	Precautionary principle or approach	Pages 10 to 11
102-12	External initiatives (Social initiatives)	Not Applicable
102-13	Membership of associations	Page 9
<b>Strategy</b>		
102-14	Statement from senior decision maker	Page 3
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards, and norms of behaviour	Page 7
<b>Governance</b>		
102-18	Governance structure	Pages 10 to 11
		AR Section "Corporate Governance Report"
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	Page 12
102-41	Collective bargaining agreements	Nil
102-42	Identifying and selecting stakeholders	Page 12
102-43	Approach to stakeholder engagement	Page 12
102-44	Key topics and concerns raised	Page 13
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	Page 6
102-46	Defining report content and topic boundaries	Page 4

# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (Cont'd)

GRI Standard	Disclosure	Page Reference / Reason for Omission, if any
<b>Reporting Practice</b>		
102-47	List of material topics	Page 13
102-48	Restatements of information	Nil
102-49	Changes in reporting	Nil
102-50	Reporting period	Page 4
102-51	Date of most recent report	31 May 2021
102-52	Reporting cycle	Page 4
102-53	Contact point for questions regarding the report	Page 4
102-54	Claims of reporting in accordance with the GRI Standards	Page 4
102-55	GRI content index	Pages 29 to 30
102-56	External assurance	Page 4
<b>GRI 103: Management Approach</b>		
103-1	Explanation of the material topic and its boundaries	Pages 10 to 11 & respective section of the specific topics
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
<b>SPECIFIC TOPICS</b>		
<b>Environment</b>		
<b>Energy</b>		
302-1	Energy consumption within the organisation	Pages 14 to 16
<b>Water and Effluents</b>		
303-3	Water withdrawal	Page 15
<b>Waste</b>		
306-3	Waste generated	Pages 17 to 20
<b>Social</b>		
<b>Occupational Health and Safety</b>		
403-5	Worker training on occupational health and safety	Pages 24 to 28
403-6	Promotion of worker health	
<b>Training and Education</b>		
404-1	Average hours of training per year per employee	Page 28
404-2	Programs for upgrading employee skills and transition assistance programs	Page 28
<b>Diversity and Equal Opportunity</b>		
405-1	Diversity of governance bodies and employees	Pages 21 to 23