



TRITECH GROUP LIMITED

CREATING SUSTAINABLE VALUE

SUSTAINABILITY REPORT FY2020

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ABOUT THIS REPORT

Tritech Group Limited (hereafter referred to as “**Tritech**” or “**Company**” together with its subsidiaries “**Group**”) has always recognised the importance of sustainability for the purpose of long-term value creation both in terms of profitable growth as well as considering the environmental and social impacts of our operations. We are pleased to report on our Sustainability Practices for the financial year from 1 April 2019 to 31 March 2020 (“**FY2020**”).

We prepared our Sustainability Report for FY2020 with reference to the *Global Reporting Initiative (“GRI”) – G4 Sustainability Reporting Guidelines* issued by the Global Sustainability Standards Board. We are also guided by Practice Note 7F of the *Sustainability Reporting Guide* under the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist (“**Catalist Rules**”), in particular, paragraph 4 therein. Based on the GRI’s recommended approach to sustainability reporting and SGX-ST’s *Sustainability Reporting Guide*, this report covers key areas of sustainability namely, environmental, social and governance (“**ESG**”) factors.

The key material ESG factors for the Group have been identified and were reviewed by the Chairman and the Managing Director (“**MD**”). The Board of Directors (the “**Board**”) of the Company oversees the management and monitoring of these factors and takes them into consideration in the determination of the Group’s strategic direction and policies. Sustainability is a part of the Group’s wider strategy to create long term value for all its stakeholders.

BOARD STATEMENT

Tritech's goal is to become a leading water and environmental group by possessing a unique platform to provide total solutions for water, environmental and urban infrastructure problems. We do so by owning and operating large, low-cost, and expandable long-life assets diversified by our Water & Environmental Protection and Urban & Environmental Infrastructure businesses.

Tritech's strategy of owning and operating long-life assets means that we need to think and plan in decades. We can create long-term value only if we safeguard the sustainability of our operations with the support of the communities in which we work. To do that, we must form and maintain deep, authentic and respectful relationships with all of our stakeholders. Sustainability is one of our core values. To us, sustainability means putting health and safety first, being environmentally responsible and supporting our communities. We consider the well-being of our people, the community and the environment in everything that we do. From August 2019 onwards, Tritech Environmental Group was no longer a wholly owned subsidiary of the Group, and will instead be considered an associate.

TARGETS

While drafting the first sustainability report in FY2018, Tritech identified the key factors necessary for sustainability. Tritech has successfully attained the targets set since then and will continue to do the same for targets set for FY2021.

We affirm our commitment to sustainability with the publication of the Group's first sustainability report guided by the Global Reporting Initiative Standards (2016). We have been deeply involved in developing the content of this sustainability report, including the development of material ESG factors, and will continue to monitor, review and update our material ESG factors from time to time, and improve on our sustainability reporting to create value for our shareholders and various stakeholders.

Our strategy is to continuously build up competent teams of employees with motivation for excellence. It is important for all our employees to share the core values of the Group to carry out their duties with professionalism, honesty and integrity.

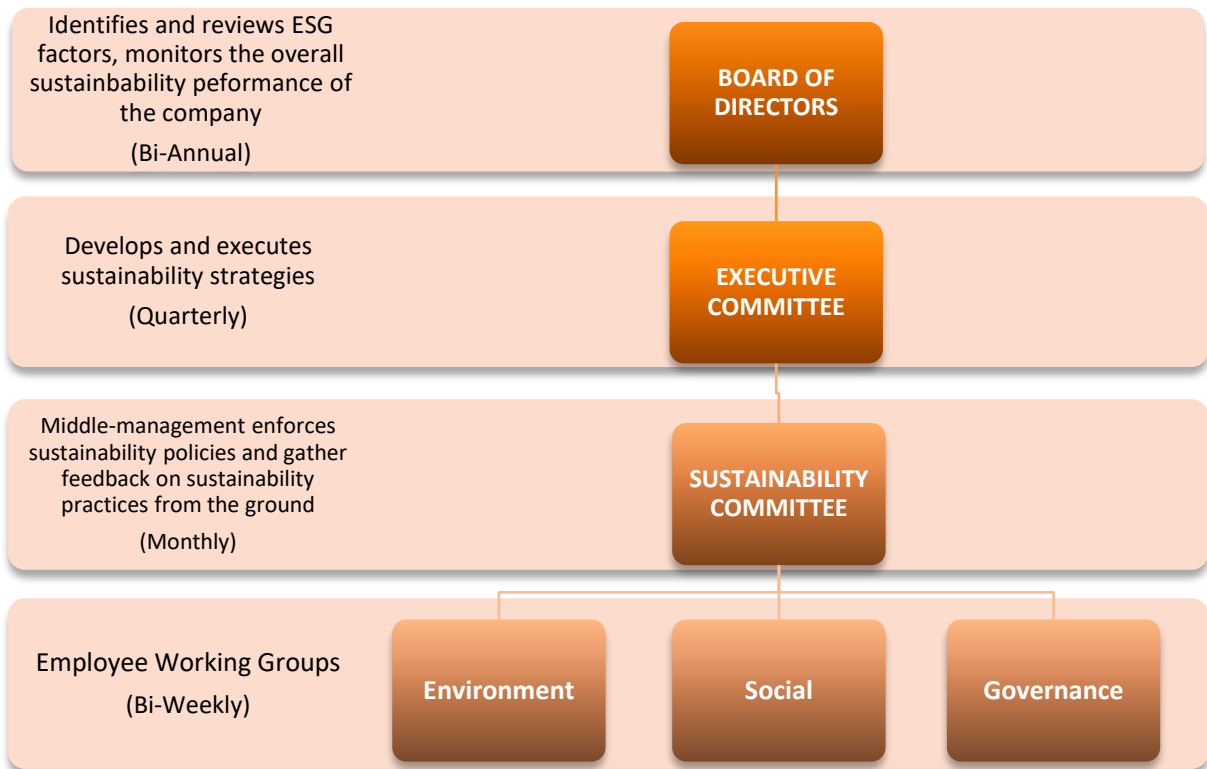
As we progress, we shall progressively introduce new technological and management skills to improve our productivity, quality and sustainability. We shall also establish internal processes that provide data and other feedback for improvements.

SUSTAINABILITY REPORTING FRAMEWORK

The Group has adopted the GRI framework as it is currently the most widely adopted sustainability reporting framework. The GRI reporting framework provides flexibility to the reporters so that they can connect reporting to their strategic targets and sustainability impacts.

This reporting process helps us to gain a comprehensive understanding of the risks and opportunities for the business. Sharing information about policies and performance on environmental, social and governance issues helps the Group to build trust with our customers and partners, monitor and mitigate risk, and find ways to improve efficiency, resulting in a positive impact on the financial results.

As seen below, our sustainability reporting framework involves all echelons of the Group as we believe that everyone should have a role in advancing our sustainability goals.



STAKEHOLDER ENGAGEMENT

We engage with our key stakeholders continuously to align our sustainability approach with their expectations and to better understand what material topics will affect them.

Key Stakeholders	Key Issues Raised	Methods of Engagement
Employees	<ul style="list-style-type: none"> • Employment and career advancement • Training and Education • Health and safety 	<ul style="list-style-type: none"> • Performance reviews • Internal/external trainings • Workplace health and safety activities • Whistle-blowing mechanism
Suppliers and Contractors	<ul style="list-style-type: none"> • Economic Performance • Procurement Practices • Quality Performance 	<ul style="list-style-type: none"> • Regular site visits • Face-to-face meetings, emails and phone calls • Conformance to requirements • Whistle-blowing mechanism
Government and Regulatory Bodies	<ul style="list-style-type: none"> • Regulatory compliance 	<ul style="list-style-type: none"> • Meeting with authorities • Attendance at seminars and workshops organised by regulatory bodies
Investors and Shareholders	<ul style="list-style-type: none"> • Economic Performance • Growth strategy and future outlook 	<ul style="list-style-type: none"> • Annual General Meeting • Annual report • SGXNet announcements • One-on-one investor meeting
Customers	<ul style="list-style-type: none"> • Customer satisfaction • Warranty programmes 	<ul style="list-style-type: none"> • Customer surveys • On-time Completion • Zero defects & Safety

OUR MATERIAL FACTORS

We are of the view that sustainability should be fundamental to the long-term viability of our organisation. We have identified the material factors that are important to the sustainability of our organisation, namely environmental, social and governance. We seek to address sustainability issues by aligning our business practices to these factors as guidance. At the same time, we remain vigilant in mitigating the risks that may come with changes in our external environment.

The Group has identified the following ESG factors for the current and mid-term operations. In the coming years, the Group will continue to focus and introduce new processes to enhance these ESG factors. Human resource developments and customer loyalty are the key success factors that the Group believes are paramount for their sustainability in the changing world.



POLICIES, PRACTICES AND PERFORMANCE

ENVIRONMENTAL

1.1 Environmental Impact

The Singapore government signed the Paris Agreement at the United Nations Headquarters on 22 April 2016¹. The Paris Agreement is the official document after the United Nations Climate Change Conference (“COP21”) held on 21 December 2015 in Paris, France².

Singapore ratified the Paris agreement to the United Nations Headquarter on 21 September 2016¹. Hence, Singapore formalised its pledge to reduce its emission and has announced a target of reducing emissions intensity by 36 percent from 2005 levels by 2030². The Carbon Pricing Act (“CPA”) and its accompanying regulations came into force on 1 January 2019³. The national objective is to be a Climate-Resilient Singapore for a sustainable future.

Under the Greenhouse Gas (“GHG”) Emissions Measurement and Reporting Guidelines of CPA section 2.1 (iii)⁴ the Company is in the industry sectors of water supply and sewage and waste management. We are in full support of the Carbon-Efficient Singapore initiatives and will be putting in more efforts as a responsible company in the urban infrastructure, water and environmental business. Since the Group is still below the first emissions threshold of 2,000 tonnes of carbon dioxide equivalent in any calendar year, we do not have to report our usage under the CPA.

However, as part of our first wave of initiatives to reduce our environmental impact, we have been monitoring our electricity, paper and water consumption trends and endeavour to have a marked reduction of usage for each of these categories. This monitoring and reporting of our consumption trends will be set out according to the GRI guidelines and more efforts will be developed in future years.

¹ NCCS Media News, Singapore’s ratification of the Paris Agreement.

<https://www.nccs.gov.sg/media/press-release/singapores-ratification-of-the-paris-agreement>

² NCCS Singapore Climate, Singapore and International Efforts, Singapore’s Pledge to Reduce Emissions.

<https://www.nccs.gov.sg/singapores-climate-action/singapore-and-international-efforts>

³ NEA Climate change, Carbon Tax.

<https://www.nea.gov.sg/our-services/climate-change-energy-efficiency/climate-change/carbon-tax>

⁴ Greenhouse Gas (GHG) Emissions Measurement and Reporting Guidelines.

https://www.nea.gov.sg/docs/default-source/our-services/climate-change/ghg_mr_guidelines_part_1b_mr_requirements_taxable_facilities.pdf

Comparison of the Group's consumption trends between FY2020 and FY2019

Category	FY2020 (S\$)	FY2019 (S\$)	% Reduction
Electricity consumption	68,579	146,505	53.2%
Paper consumption	4,963	8,330	40.4%
Water consumption	23,091	57,167	59.6%

From the above figures, we are glad to report that the Group has exceeded its FY2019 targets of reducing overall energy usage by 10% for FY2020.

The material reduction in consumption rates in FY2020 were achieved through a well-planned series of cost reduction programmes which included the reduction of building space and downsizing of our human resources. In FY2020, the Group sold off 60% of Tritech Environmental Group Co Ltd in China and 100% of our subsidiary, Presscrete Engineering Pte Ltd. This had resulted in further reduction in consumption of resources.

Further, the Group also implemented several innovative energy and resource improvement programs (as elaborated below) to achieve those outstanding results in FY2020.

As the newly implemented strategies for energy reduction and resource improvement have yielded remarkable results in FY2020, the Group will adopt similar strategies to further reduce the energy usage to achieve the FY2021 targets set out below. For FY2021, we shall analyse the FY2020 consumption trends further to identify more energy reduction opportunities.

Group's Electricity, Paper & Water Consumption Targets for FY2021

Category	FY2021 (S\$)
Electricity consumption	65,000
Paper consumption	4,500
Water consumption	21,000

In FY2021, the Group will increase the effectiveness of the existing strategies to achieve the above targets through closer management and supervision, while exploring other new energy saving opportunities or technology for higher efficiency.

Electricity Management and Efficiency

As part of energy management and conservation, the Group has set a realistic FY2020 target of reducing 10% electricity consumption used in FY2019. This was achieved due to the processes implemented below:

- Savings on electricity consumption by natural ventilation to reduce air-conditioning demands;
- Sun shading, cool paints to reduce heat gain;
- Use of daylight, sun pipes/light shelves to reduce the need for artificial lighting;
- Usage of light efficient LED bulbs instead of fluorescent bulbs in office; and
- Deployment of automated motion sensors which turn lights on when someone enters a room and turn lights off soon after the last occupant has left the room.

Paper Management and Efficiency

Paper management is another important aspect in contributing towards a greener environment. The selection of reduced paper printing, encouraging e-copy and paper recycling are becoming more viable. These savings are attributable to the conscious effort taken by every staff to reduce paper usage. Work processes are increasingly made available online to avoid paper consumption. Default settings for double-sided and non-colour printing, use of emails and tracking of paper consumption are some measures implemented by our staff to consume less paper. In addition, the Group also actively promotes the use of environmentally friendly paper. Regarding the FY2021 target, the Group expects similar attributes regarding paper consumption. The Group will also explore other paper management strategies to improve paper conservation as part of its duties of being environmentally friendly.

Water Management and Efficiency

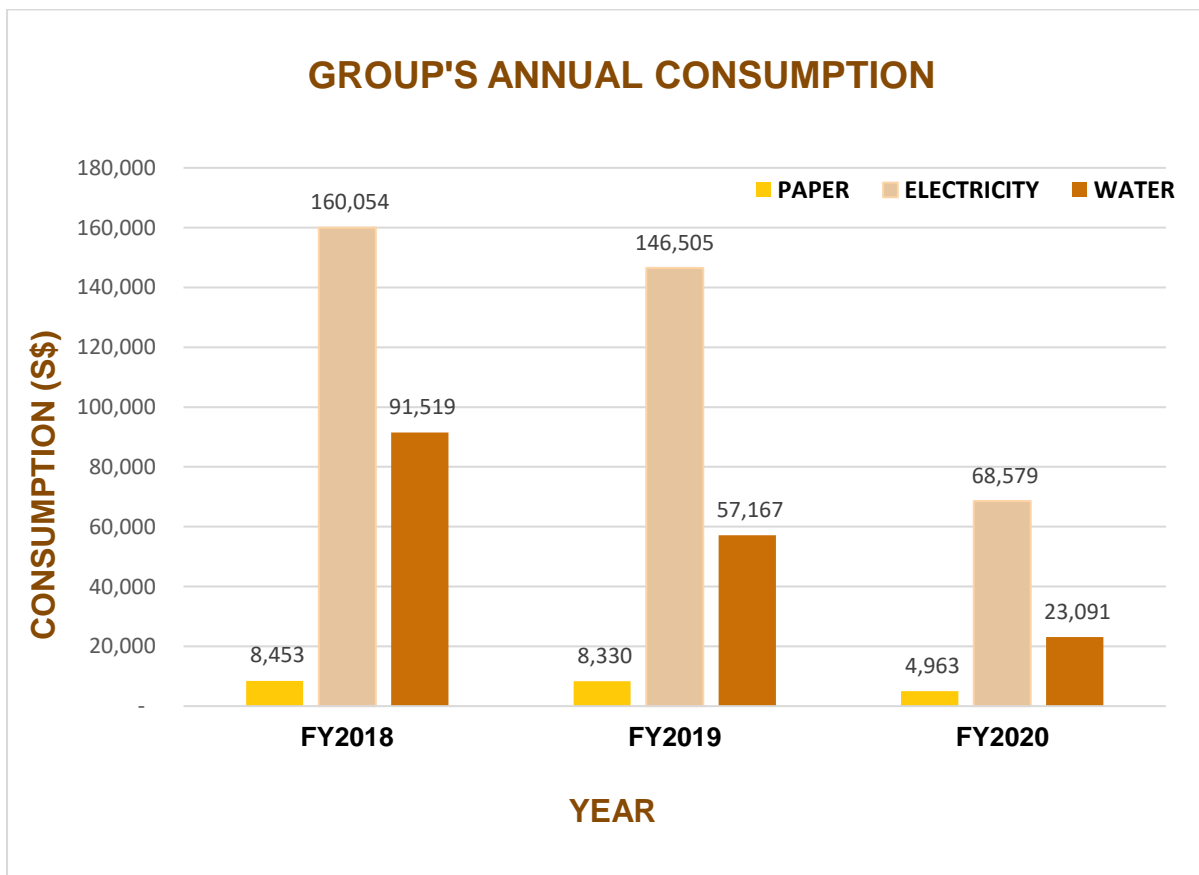
Our core business is in water resources and management. The Group understands the importance of water conservation and will continue to explore new related processes and monitor relevant developments in the industry.

The management set the target in FY2019 to reduce overall water consumption by 10% by FY2020. The Group not only achieved the target but exceeded it and will continuously monitor and conserve the water consumption levels in the Group. The following are some of the innovative ways implemented by the Group to minimise water wastage:

- Flow regulators;
- Self-closing delayed action faucets/motion-activated faucets; and
- Dual flush/low flush toilets.

In addition to the above methods, awareness is created among the employees on the importance of water conservation. This is done by having water conservation posters in the pantry and in toilets.

The chart below shows the comparison of various key resource consumptions in the Group and significant improvements in reduction from FY2018 to FY2020. These are important and encouraging evidence to the positive sustainability of our organisation.



SOCIAL

2.1 Employee Development

We place great emphasis on our employees' progress and development within the Group and seek to enhance their capabilities and work prospects through various internal and external skill development programmes.

All staff sign employment contracts with the key employment terms and conditions clearly spelt out. This allows our staff to fully understand their rights and obligations as well as those of the Group, thus minimising potential employment disputes in the future. Key employment terms specified in the employment contract include job title and description, duration of employment, working hours, salary and allowances, contributions/deductions, leave entitlements, probation and notice periods, key insurance and medical benefits.

All regular full-time staff undergo an annual performance review where there is an open discussion on the staff's performance, areas for improvement, developmental needs and career plans.

Our employees are encouraged to participate in training and development programmes such as professional training, executive and leadership development as well as technical seminars for career growth and personal development. In particular, we have organised training courses as presented in Appendix A attended by our Group's employees in FY2020.

During FY2020, the Group's employees attended various training courses for continuous skills upgrading. This helps to keep them updated with the latest technologies which are used in their respective fields of work. Some of them undergo safety certification courses in order to be certified in certain specialised tasks.

In FY2021, the Group will try to follow similar guidelines as FY2020. The goal is to ensure that the employees are trained with the latest advancements in technologies and with relevant certifications for skilled works. For FY2021, the Group will aim to increase the combined training days to exceed the number achieved in FY2020.

The safety and health of our Group's employees and workers may affect their performance and productivity. It is therefore important to manage occupational health and safety risks whilst promoting healthy lifestyles and holistic wellness at the workplace. We are committed to ensuring a safe workplace environment for all our employees and workers.

As most of the Group activities are outdoors (construction sites), efforts have been made to control incidents/accidents rate to within three cases per year.

In FY2020, there were only two minor incidents which are explained below. Both incidents occurred during drilling operation works. The first worker had a minor cut and was treated with an ice pack to stop the bleeding and went back to the dormitory to rest after the bleeding had stopped. The second worker had a more serious injury and was sent to Changi General Hospital ("CGH") after the initial medical consultation at CGH, the worker was referred to Singapore General Hospital ("SGH") where the appropriate treatment was available. The worker was hospitalised for one night at SGH for observation and was discharged the next day with 6 days of medical leave and the relevant medical certificate.

To prevent the recurrence of such incidents, the following recommendations were implemented in a timely manner after the incidents:

- a. Briefing of the activity's risk assessment and relevant safety procedures by the departmental managers;
- b. Drilling crew to wear personal protective equipment at all times within the working zone; and
- c. Working with due diligence and ensuring safety measures are in place before and during site works by the site supervisor.
- d. The Group follows proper incident management procedures that establish guidelines for carrying out thorough investigation after the occurrence of any accident, incident or emergency.
- e. Ensure every worker in the Group attends a relevant work safety course before commencement of the work and annually for updated information or regulations.

In FY2021, the Group aims to reduce the frequency of accidents to not more than the two incidents that occurred in FY2020 and to further achieve a zero-harm policy by FY2022. Apart from this, we have also organised a quality, environmental, health and safety campaign. This campaign aims to empower colleagues and build customer confidence to ensure further management responsibilities and awareness. Through these safety awareness events, the

management hopes to raise the risk awareness levels within the workforce and to improve our benchmark in quality standards.

The Group's care is not only restricted to our employees but also to their family members, their health and well-being. All our employees and their family members have access to annual complimentary basic health screenings. They are also offered comprehensive health screening packages at preferential corporate rates. We assist our employees in achieving work-life balance by observing a five-day work week, having regard to the requirements of the Group and the exigencies of the business.

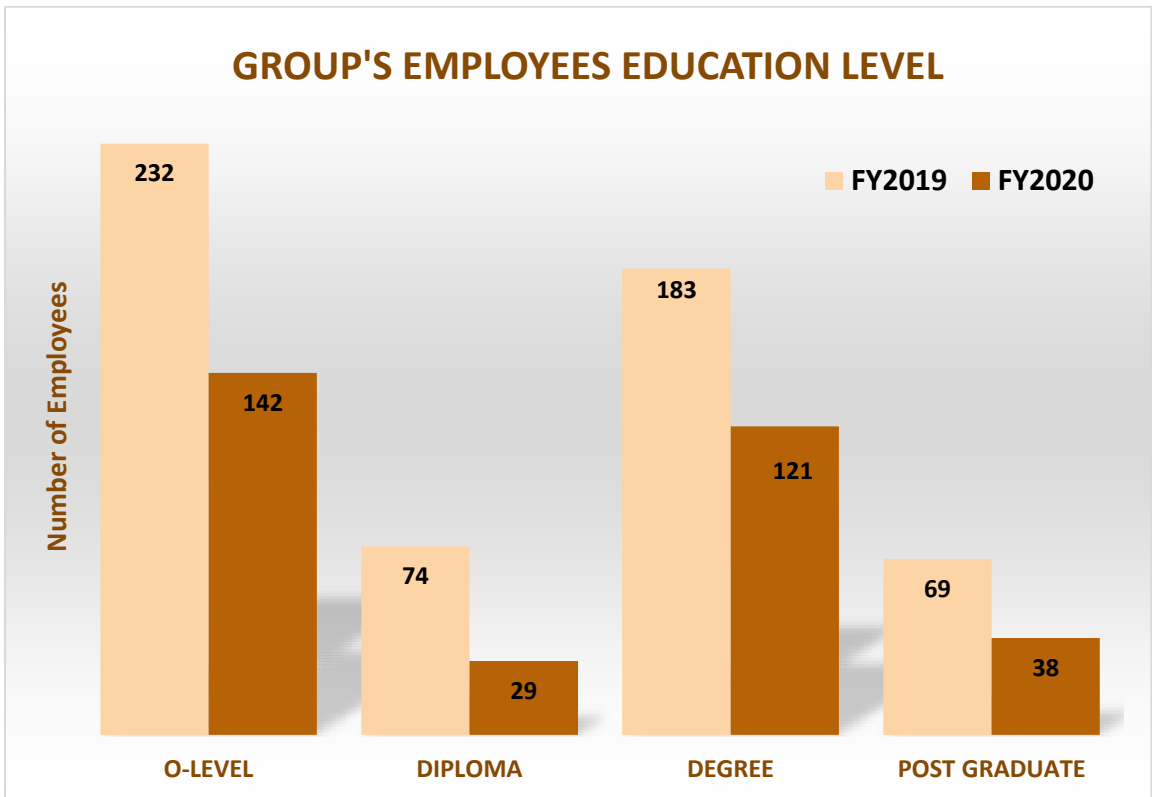
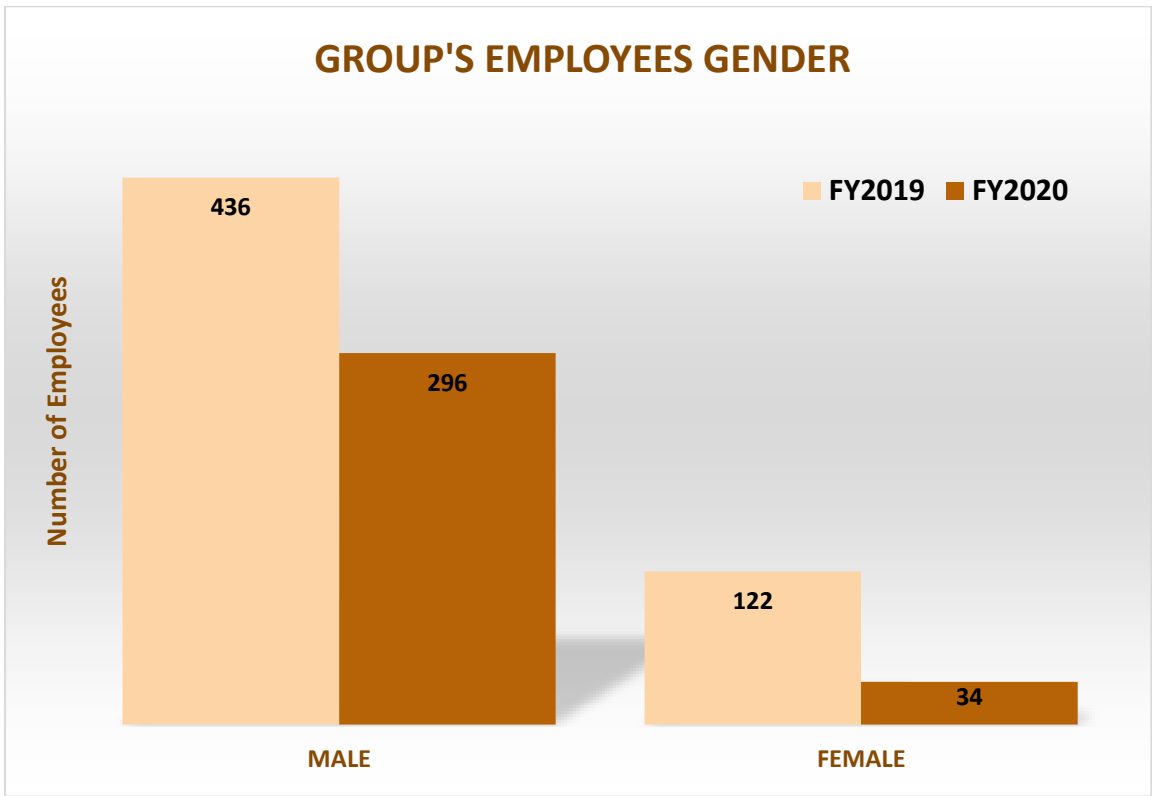
2.2 Diversity

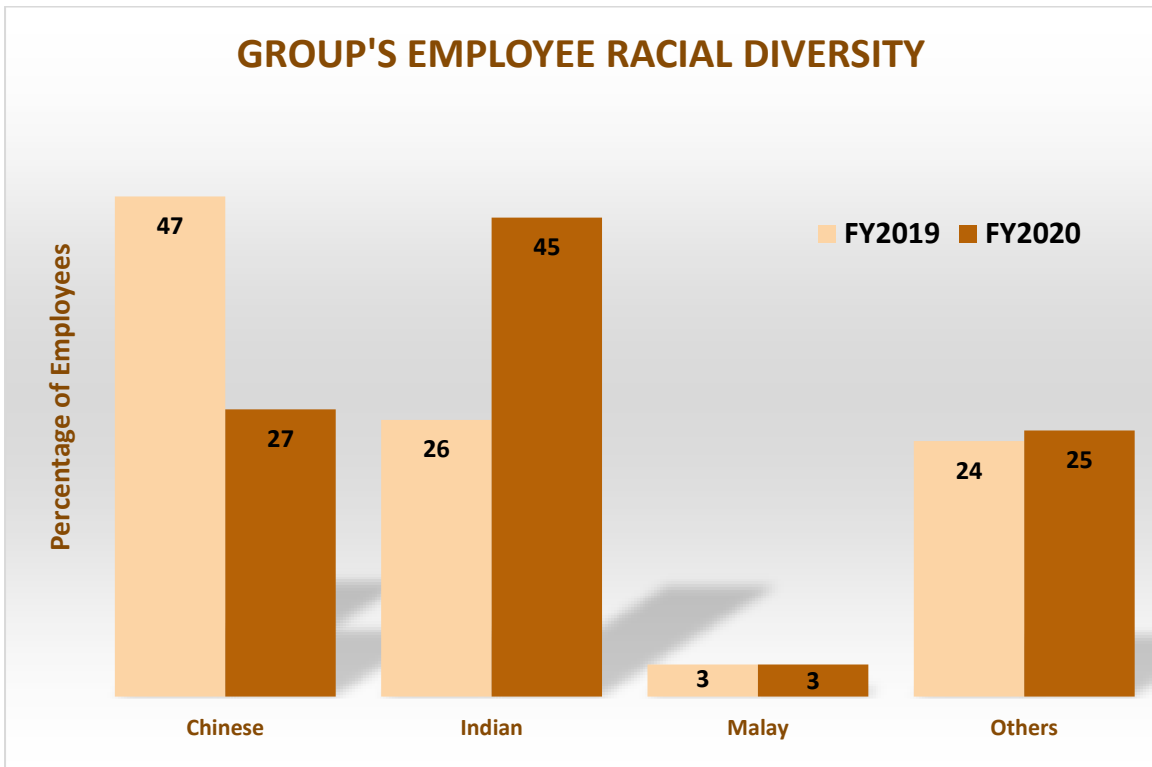
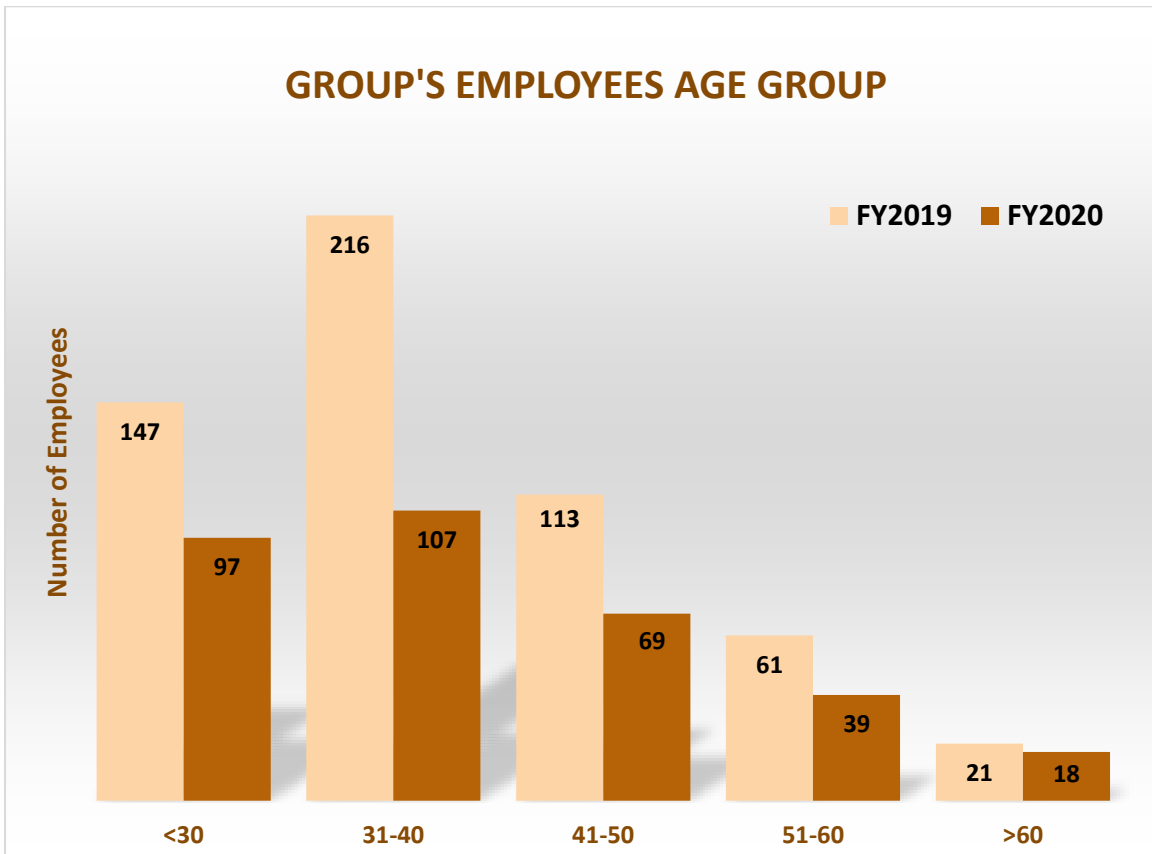
We aim to maintain a reasonable balance in important societal aspects namely gender, educational level, age group, and race. This enables us to create a more flexible working environment for the Group and its workforce.

The graphs below show our current progress in meeting our diversity goals.

- i) Gender
- ii) Educational level
- iii) Age group
- iv) Race

While we endeavour to do so as aforementioned, our hiring practices are limited due to the nature of the work we undertake and the availability of appropriate candidates.





Note: The “Others” category in the above chart comprise Filipino and Burmese employees.

Inclusion and diversity

We believe that all our employees should have the opportunity to fulfil their potential and thrive in an inclusive and diverse workplace. This helps to promote safety, productivity and well-being within the Group. We employ, develop and promote people based on merit and do not tolerate any form of unlawful discrimination, bullying or harassment. Our systems, processes and practices empower fair treatment to all.

Board Diversity

With regards to the Board composition, the Nominating Committee evaluates the diversity and balance of skills, gender, knowledge, experience and size of the Board which would facilitate decision-making. In light of such evaluation and consultation with management, the Nominating Committee assesses if there is any inadequate representation in any of those attributes and if so, determines the role and the desirable competencies for a particular appointment.

Notwithstanding the above, the Nominating Committee recognises the merits of gender diversity in relation to the composition of the Board and in identifying candidates for new appointment to the Board, would consider suitable female candidates. Having said that, while gender is one aspect of diversity, new directors will continue to be selected based on objective criteria set as part of the process for appointment of new directors and Board succession planning. For more information on the process of appointment of new directors, please refer to the Group's FY2020 Annual Report.

2.3 Work Benefits

Positive Work Environment

The Group recognises that a positive work environment is essential to attract, motivate and retain talent. A total well-being programme has been put in place to promote personal development, health and work-life harmony. Initiatives include a flexible medical and benefits plan, flexible work arrangements and staff engagement initiatives. The Group advocates a pay-for-performance philosophy to drive ownership of collective goals leading to a high performance culture which creates long-term shareholder value. Its robust performance management system ensures that all staff receive regular performance and career development reviews.

Central Provident Fund (“CPF”) Scheme and Contributions

In Singapore, the CPF is a comprehensive social security savings plan introduced by the Singapore government to enforce savings by salaried workers for a more secured retirement. Under the CPF scheme, the Group and its staff make monthly contributions to the staff’s CPF account in accordance with the prevailing regulations. Apart from complying with Singapore’s statutory requirements on making monthly contributions to staff’s CPF accounts, the Group also adheres to the respective social security contribution or pension plan obligations of the countries it operates in.

2.4 Community

We seek to build good relationships with our stakeholders based on mutual respect and transparency over our business activities with open communication. Our practitioners use a range of tools that are tailored to the needs of our stakeholders. We plan, implement, evaluate and document stakeholder engagement activities which include a range of culturally and socially inclusive engagement activities and update our plans annually. Tools include stakeholder mapping, complaints and grievance reporting procedures, perception surveys, social impact and opportunity assessments and human rights impact assessments. Through these, we gain valuable insights into what we do well and where we need to improve our performance. We also seek opportunities to actively participate in forums and discussions on themes that span our global communities such as environment, sustainable development, transparency and human rights.

GOVERNANCE

The Group conducts business with uncompromising honesty and integrity, adhering to laws, regulations, and our written code of conduct. Our commitment to combat bribery and corruption is fundamental to how we operate and is embedded into our key systems and programmes.

3.1 Anti-Corruption

Corruption misallocates resources, reinforces poverty, undermines the integrity of the Group, community decision-making and wastes opportunities that arise from resource development. We are committed to contributing to the fight against corruption and working with businesses, the government and civil society to support this effort. We also have a specific anti-corruption procedure that sets out mandatory requirements to identify and manage the risk of anti-corruption laws being breached.

The Group resolved to continue its strict corporate governance on illegal matters or malpractice. We prohibit authorising, offering, giving or promising anything of value directly or indirectly to a government official to influence official action, or to anyone to encourage them to perform their work disloyally or otherwise improperly. We also require our people to take care that third parties acting on our behalf do not violate anti-corruption laws. A breach of these requirements can result in disciplinary action, including dismissal. The Group will continue to strive to maintain zero corruption cases in FY2021.

3.2 Whistle-blowing

The Group has a zero-tolerance policy towards fraud and corruption and has established whistle-blowing procedures for employees and other persons to raise, in confidence, concerns of possible improprieties. The Group's zero-tolerance policy towards fraud, bribery and corruption provides assurance to all our stakeholders including investors and customers.

Integrity and ethical behaviour remain as the fundamental elements in the context of our code of conduct and this has been cascaded from top to bottom and across all levels within the Group. In addition, we have a whistle-blowing policy in place to enable our employees and external parties such as suppliers and customers to report any non-compliance or dishonest practices or signal serious matters that they may be aware of.

The key details on the Group's whistle-blowing policy are as follows:

- The Audit Committee ("AC") has authority to investigate any matter including whistle-blowing within its terms of reference.
- All whistle-blower complaints will be reviewed by the AC to ensure independent and thorough investigation and adequate follow-up.
- The Group has maintained a whistle-blowing register to record all the whistle-blowing incidents.
- Reports made anonymously will not be considered unless as directed by the AC. The AC will consider factors such as the severity of the matters raised to determine if the AC may accept anonymous disclosures. If accepted by the AC, anonymity and confidentiality will be honoured throughout the process.
- There were no reported case of incidents in the register during the AC quarterly review meetings.

In addition, the Group's staff and any other persons may, in confidence, raise concerns about possible improprieties in matters of financial reporting or other matters by submitting a whistle-blowing report to the members of the AC via email: whistleblow@tritech.com.sg.

To date, there have been no whistle-blowing reports received. The Group will continue to strive for the highest level of governance and to continue the zero incidence of whistle-blowing for the upcoming years ahead.

3.3 Vendor Qualification

We strive to embed sustainability principles at all points within our supply chain, to grow long-term environmental, social and economic value for all stakeholders.

To achieve our mission, we have implemented purchasing processes, procedures and guidelines to operate an effective and efficient purchasing system and ensure the quality of our suppliers based on the latest ISO 9001:2015 standards in our Singapore subsidiaries. The Group's vendors are evaluated and qualified based on their competitive pricing, workmanship/quality, services/support, on time delivery and Quality Environmental Health and Safety ("QEHS") compliance, to assess their reliability and past performance records on an annual basis. Only approved external providers are allowed to provide goods and services for our projects.

3.4 Customer Satisfaction

The Group remains strongly committed to our customers. We have been providing competent professionals and expertise to execute our operations safely and we believe that a systematic Operational Health & Safety ("OHS") system will help uphold the company brand reputation with our employee and customers.

Qualified safety professionals and an operations team are deployed for every project to analyse and mitigate the associated hazards and risks by carefully studying the project site-specific operations, surrounding environment and OHS expectations of our customers.

Collectively, the Quality Environmental Health and Safety ("QEHS") policy sets out our targets towards maintaining the highest quality standards and guides our practices towards satisfying our customers' needs.

From a financial standpoint, delivering the highest quality services to our customers provides assurance and contributes to our financial sustainability.

The Group management welcomes feedback as invaluable to further improving our services and operations. Employees and customers are able to voice out concerns and grievances relating to our quality of work through our general corporate relations channel. We also conduct a yearly customer satisfaction survey to obtain feedback. These valuable feedback allowed our management to adjust or improve our operations. The Group's management is aware that our customers are the most important assets. We plan and execute our customer requirements diligently to ensure that our customers get their deliverables on schedule and with satisfaction.

Appendix A: List of the Group's Training Courses (FY2020)

S/N	Course	Date
	WORKPLACE SAFETY COURSE	
1	Building Control Regulations for Site Supervisors	April 2019
2	Safety and Health	April 2019
3	CAG Changi Course	April 2019
4	Traffic Control Course	April 2019
5	CAG Changi East On-Boarding	April 2019
6	AWSH In Construction Sites	April 2019
7	Basic Traffic Control Course for Workers	April 2019
8	WSQ Safe Lifting	May 2019
9	WSQ Supervise Safe Lifting Operation (Lifting Supervisor)	June 2019
10	Occupational First Aid Course	June 2019
11	First Aid Course	June 2019
12	Safety@SPPG Course	June 2019
13	CSOC Safety Course	July 2019
14	ACS TAM Course	July 2019
15	First Aid + AED Course	September 2019
16	Safety Course	October 2019
17	Workplace Safety Health Course	October 2019
18	Airside Safety Induction Briefing	November 2019
19	Safety and Health Course	January 2020
20	Safety Course	February 2020
21	ACS Safety Course	March 2020

Appendix A: List of the Group's Training Courses (FY2020)

S/N	Course	Date
	PRODUCT TRAINING	
1	TED Lecture series: Crane Design at the Construction Site	June 2019
	GEOTECHNICAL INSTRUMENTATION	
1	WSQ Perform Rigger and Signalman Task	April 2019
2	Registered Earthworks Supervisor Course	April 2019
3	WSQ Operate Lorry Crane	April 2019
4	Earthwork Supervision Course	June 2019
5	Reinforced Concrete Works Course	June 2019
6	WSQ Lifting Supervisor Course	July 2019
7	Signalman Course	July 2019
8	Reinforced Course	August 2019
9	Rigger and Signalman Course	August 2019
10	Drilling and Instrumentation Course	September 2019
11	WSQ Lorry Crane Course	September 2019
12	PMET Workshop Course	November 2019
13	Specialist Diploma	December 2019
14	BCA Hydraulic Excavator Course	January 2020
15	Earthwork Supervisor Course	January 2020
16	Electrical Course	January 2020
17	Registered Earthworks Course	March 2020
18	Supervisor Course	March 2020