



偉合控股有限公司
WEE HUR HOLDINGS LTD



SUSTAINABILITY

REPORT 2021



Our **Vision**

To enlarge our presence in the real estate and built environment in Singapore and beyond.

Our **Mission**

“Prudence in our ways; Excellence is our aim.”

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Chairman's Message

Dear Stakeholders,

I am pleased to share with you the Sustainability Report (the “**Report**”) of Wee Hur Holdings Ltd (“**the Company**” or “**Wee Hur**”, and collectively with its subsidiaries, “**the Group**”) for the financial year ended 31 December 2021 (“**FY2021**”).

The Group is cognizant of the role that the built environment sector can play in shaping urban environments to achieve sustainable development. There is a global and national push for sustainability, as seen in recent developments such as the 2021 United Nations Climate Change Conference, Singapore's FY2022 Budget Statement and the Singapore Green Building Masterplan, among others. Existing regulations are prioritising environmental issues and are changing to meet climate change goals. To contribute to this goal, we will include sustainable design features in our buildings to reduce the energy required for cooling or lighting. We will always strive to meet the highest environmental standards for the Group's properties.

In FY2021, the COVID-19 pandemic continued to pose a challenge to our operations and supply chains. The safety and welfare of our staff and workers remain the Group's key focus. We provide our employees with opportunities to learn and upskill, enabling them to innovate and enhance their productivity.

I am thankful for our shareholders, banks, business associates, consultants, sub-contractors, suppliers, staff and other stakeholders that have supported us and contributed in making our progress possible. I am also grateful to the Board for their guidance and support, and our management team and staff for their commitments and effort in sustainability. Thank you for your interest in Wee Hur's sustainability journey. I hope you enjoy reading this report.

Sincerely,

GOH YEOW LIAN

Executive Chairman and Managing Director

Organisation Profile

Founded as a construction company in 1980, the Group has expanded over the years and now has presence in various aspects of the built environment industry. Our business segments are as follows:

Property Development

The Group acquires vacant plots of land or existing properties which have re-development potentials and develop these land parcels into either residential, industrial, commercial or mixed development in accordance to the approved use of these land parcels by the relevant authorities. The Group has the following properties in Singapore and Australia:

Local Property Development



Mega@Woodlands



Parc Botannia



Bartley Vue

Overseas Property Development



Park Central, Buranda Plot 2

Organisation Profile

Purpose-Built Student Accommodation (“PBSA”)

Our PBSA business provides quality accommodation to tertiary students. These facilities are strategically located in the major capital cities of Australia and within close proximity to universities, public transportation nodes and amenities. We grow our PBSA portfolio through a greenfield strategy with the objectives to generate stable recurring income. Our PBSAs are developed with the end occupiers in mind and therefore boast huge communal spaces for students to interact and supporting amenities to create a conducive living environment. We work closely with our appointed operators (Y Suites and UniLodge) to ensure that all students who come through our PBSAs have a memorable experience.

The Group has the following properties in Australia:

Operational PBSA	PBSA Under Development	
 <p data-bbox="284 1111 665 1137">UniLodge Park Central, Brisbane</p>	 <p data-bbox="991 1111 1251 1160">Y Suites on A'Beckett, Melbourne</p>	
 <p data-bbox="284 1554 665 1581">UniLodge City Gardens, Adelaide</p>	 <p data-bbox="852 1554 1093 1603">Y Suites on Gibbons, Sydney</p>	 <p data-bbox="1155 1554 1377 1603">Y Suites on Moore, Canberra</p>
 <p data-bbox="284 2000 665 2027">Y Suites on Waymouth, Adelaide*</p>	 <p data-bbox="852 2000 1093 2049">Y Suites on Regent, Sydney</p>	 <p data-bbox="1139 2000 1393 2049">Y Suites on Margaret, Sydney</p>

* Y Suites on Waymouth is yet to be operational in FY2021

Organisation Profile

PBSA Operations

This segment is in the business of managing student accommodation, which include reservation and sales, marketing, digital systems, customer service, property operations coordination, and business development. The PBSA operation under Y Suites Brand is undertaken by Wee Hur Hospitality Pte Ltd, a wholly-owned subsidiary of Wee Hur Holdings Ltd. Y Suites Brand was launched in 2020 with the mission to delivering an exceptional experience for students residing in our accommodations.

The first two properties under Y Suites brand, Y Suites on Waymouth and Y Suites on A'Beckett commenced operation in January 2022.

Fund Management

The fund management business is undertaken by Wee Hur Capital Pte Ltd ("**WHCP**"). WHCP, a wholly-owned subsidiary of Wee Hur Holdings Ltd, originates and manages private equity real estate funds. WHCP proactively manages each stage of the fund's real estate life cycle through expertise in acquisition, development and asset management. Our mission is to match investors' capital with suitable real estate strategies to provide attractive risk-adjusted returns. We constantly strive to develop meaningful real estate solutions for the community, with specific attention to detail to create gem real estate assets. Our current focus is in the alternative real estate asset class of PBSA where we own and manage the fourth largest PBSA portfolio in Australia.

Venture Capital

Venture capital investment is a new business set up by the Group in FY2021 that seeks to deploy a small amount of the Group's capital into venture capital, and is being undertaken by the Group's wholly-owned subsidiary, KK39 Ventures Pte Ltd ("**KK39**").

KK39's main objective is to participate in the world of venture capital by actively investing into venture capital funds as well as direct investments into start-up companies. To date, we have invested various amounts into five venture capital funds as well as five start-up companies (in various growth stages). We continue to be on the lookout for attractive start-ups with strong growth metrics and investment thesis.

Construction

The construction business undertakes various types of construction projects from both private and public sectors. Construction projects include residential, commercial, industrial, institutional, religious, restoration and conservation projects. Besides new constructions, we also undertake projects involving additions and alterations or refurbishment and upgrading to existing buildings and restoration and conservation of heritage and conservation buildings.

Organisation Profile

The Group has the following construction projects in FY2021:

Projects	
	Parc Botannia - Condominium development comprising of 735 dwelling units
	Workshop, Car Showroom and Ancillary Office for Stuttgart Auto Pte Ltd
	Bartley Beacon - Proposed public housing development
	MacPherson Blossom - Proposed public housing development
	Proposed additions and alterations to existing Tanglin Trust School
	Proposed poultry farm development for Chew's Agriculture Pte Ltd
	9-Storey Nursing Home at Potong Pasir Avenue 1 (Completed in December 2021)
	Proposed additions and alterations to existing St John's - St Margaret's Nursing Home (Completed in April 2021)

Workers' Dormitory

The Group's workers' dormitory business provides conducive living environment for foreign workers from construction, marine, process and manufacturing industries. We acquire/lease land which have been approved for workers' dormitory from Government or private sector and develop the land parcel into a workers' dormitory complex which may include commercial and non-commercial amenities such as indoor recreational/multi-purpose room, indoor gymnasiums, TV rooms, reading rooms, canteens, minimarts, retail shops, outdoor game courts and etc.

The Group has the following workers' dormitories:



Tuas View Dormitory



Pioneer Lodge

The Group owns Tuas View Dormitory which is currently operational and Pioneer Lodge which is under development. The construction works for Pioneer Lodge have been suspended since April 2020 due to change of requirements for workers' dormitories. The Group is still in the midst of waiting for BCA's decision for further direction.

About this Report

Reporting Principles & Statement of Use

This Report is produced in accordance with the Global Reporting Initiative (“GRI”) Standards “Core” option, covering the Group’s performance from the period 1 January 2021 to 31 December 2021. The GRI standards were selected as it is a globally recognised sustainability reporting standard that is recommended by the SGX-ST and represents the global best practices for reporting on economic, environmental and social topics. The following principles were applied to determine relevant topics that define the report content and ensure quality of information: a) GRI principles for defining report content: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness; b) GRI principles for defining report quality: Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness.

The Report also incorporates the primary components as set out by the SGX-ST’s “Comply or Explain” requirements on sustainability reporting under Listing Rule 711B.

The United Nations Sustainable Development Goals (“UN SDGs”) have also been incorporated into the Report, which highlights the Group’s contributions to sustainable development.

The Board of Directors has reviewed and approved the reported information, including the material topics.

Reporting Scope

The Report covers the Group’s performance from Property Development, PBSA, Construction and Workers’ Dormitory. The operational performance of the following properties and projects are included in the Report:

Segment	Properties/ Projects
Property Development (Local)	Bartley Vue
PBSA	UniLodge Park Central
	UniLodge City Gardens
Construction	Nursing Home at Potong Pasir
	St John’s - St Margaret’s Nursing Home
Workers’ Dormitory	Tuas View Dormitory

The operational performance of Y Suites on Waymouth is not included in the Report as the property is yet to be operational in FY2021. The above properties have been selected as they are representative of the overall profile of properties/projects in their respective business segments.

Restatements

The Greenhouse Gas (“GHG”) emissions for Workers’ Dormitory in 2020 has been restated due to a change in measurement methodology. This has resulted in lower GHG emissions than previously reported.

Assurance

Internal controls and verification mechanisms have been established by management to ensure the accuracy and reliability of narratives and data. We have also considered the recommendations of an external Environmental, Social and Governance (“ESG”) consultant for the selection of material topics as well as compliance with GRI Standards and SGX-ST Listing Rules. The Board of Directors has therefore assessed that external assurance is not required for the Report. The Group will continue to assess the need to further enhance the credibility of our sustainability report through internal review or external assurance.

Availability & Feedback

This report supplements the Group’s FY2021 Annual Report and is available online at SGXNet and <https://www.weehur.com.sg/investor-relations/>. Please send your comments or feedback to fax no. 6251 0039 or email to general@weehur.com.sg. Detailed section reference with GRI Standards is found at GRI Standards Index section.

Sustainability Strategy Overview

At Wee Hur, we are committed to playing our part for society through meaningful partnerships with local communities and various institutions.

Sustainability is prioritised across the organisation. Strong corporate governance practices and oversight enable us to address concerns of stakeholders and incorporate ESG considerations during decision making and transactions. A dedicated Sustainability Task Force comprising key management personnel has been established to implement and oversee sustainable initiatives throughout our organisation. The Sustainability Task Force meets regularly to plan and review the progress of Wee Hur's sustainability initiatives.

The Group strives for strong economic performance to generate wealth for our employees and shareholders as well as support sustainability initiatives. We also recognise that ESG-related matters have an impact on our financial performance.

The Group will continue to promote responsible environmental practices by further improving our energy, water and waste management capabilities. Our overarching commitment towards sustainability includes:

- Energy and water efficiency
- Environmentally friendly waste management
- Accessible and safe design for end-users
- Ease and safety for maintenance
- Efficient structural system that boosts construction productivity
- Selection of sustainable materials
- Engagement and communication with surrounding communities

We prioritise industry innovation in our projects and firmly believe that the cities of the future are smart and green. By contributing to better sustainability practices in the industry, we are capable of making a greater impact on the global movement to combat climate change. We have embraced the United Nation's call to action and will strive for continual enhancement of our sustainable practices.

While pursuing the Group's environmental targets, importance is also placed on the health and safety of our employees and workers. We strive to develop our employees to their fullest potential to enhance the Group's ability to innovate and anticipate industry trends. The Group's construction sites are well managed to reduce potential risks and hazards to the surrounding communities. Our buildings comply with the highest safety standards to ensure the safety of occupants.

Contribution to the United Nations Sustainable Development Goals

Wee Hur firmly believes in the value of sustainable practices in property, construction and development. As a testament to our beliefs, the Group has aligned with the United Nations' 17 Sustainable Development Goals which sets out global targets for sustainability until 2030.

The Group contributes to the UN SDGs through our daily operations, strategy development and collaboration with our stakeholders. The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The following table highlights the Group's contributions to the attainment of the relevant UN SDGs.

Sustainability Strategy Overview


UN SDGs	The Group's contribution	Read more in the following sections
5 GENDER EQUALITY 	Provide equal opportunities in employment, training and career development regardless of gender	Focus 6: Human Capital
6 CLEAN WATER AND SANITATION 	Provide clean water and sanitation to all occupants at our properties	Focus 4: Environment
8 DECENT WORK AND ECONOMIC GROWTH 	Provide productive employment and jobs with equal pay for equal work	Focus 2: Economic Performance Focus 6: Human Capital
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Adopt innovative technologies at work sites to improve efficiency	Focus 3: Quality and Innovation
11 SUSTAINABLE CITIES AND COMMUNITIES 	Mitigate negative impacts from activities in the work sites on surrounding communities	Focus 4: Environment Focus 8: Community Engagement
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Wherever possible, promote responsible consumption of energy and environmentally-friendly practices	Focus 4: Environment Focus 7: Supply Chain
13 CLIMATE ACTION 	Incorporate sustainable features in our buildings to enhance energy efficiency	Focus 4: Environment
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Comply fully with all socioeconomic and environmental laws and regulations and promote strong corporate governance practices	Focus 1: Governance and Ethics

Sustainability Strategy Overview


ESG Performance Highlights

The Group's Environmental Management System ("**EMS**") is ISO 14001: 2015 certified.

Our buildings are designed in accordance with the Ecologically Sustainable Development framework with the following key objectives in mind.



Reduce the environmental footprint of the building and its occupants by implementing energy and water management initiatives



Enhance occupant well-being



Achieved 5* Greenstar design and construction certification for eligible PBSA properties



To implement electric vehicle charging stations at our development property, such as Bartley Vue



Implemented recycling initiatives such as reverse vending machines at our PBSA properties



Zero incidents of customer data privacy breaches

Stakeholder Engagement and Materiality Assessment

We value input from all of our stakeholder groups and use a variety of channels to engage with them as well as receive their feedback. We identify stakeholders as groups that have an impact, or have the potential to be impacted by our business, as well as those external organisations that have expertise in aspects that we consider material. The feedback we receive from our stakeholders helps us to determine our material topics and identify our focus areas.

Stakeholders	Issues of Concern	Engagement Platforms	Our Response	Read more in these sections
Employees	<ul style="list-style-type: none"> Remuneration and benefits Trainings and development Ethics and conduct COVID-19 safety measures 	<ul style="list-style-type: none"> Open annual performance appraisal system Trainings 	<ul style="list-style-type: none"> Link performance with remuneration Conduct training to update employee skills and brief them on the latest COVID-19 rules and regulations 	<ul style="list-style-type: none"> Focus 5: Health and Safety Focus 6: Human Capital
Contractors, suppliers and subcontractors	<ul style="list-style-type: none"> Occupational health and safety Environmental compliance COVID-19 safety measures 	<ul style="list-style-type: none"> Contractual agreements Regular meetings 	<ul style="list-style-type: none"> Evaluate supplier health and safety and environmental practices in supplier assessments 	<ul style="list-style-type: none"> Focus 4: Environment Focus 7: Supply Chain
Occupants	<ul style="list-style-type: none"> Data Privacy Quality of tenants' living conditions 	<ul style="list-style-type: none"> Dialogues and feedback 	<ul style="list-style-type: none"> Implement adequate data privacy and data hygiene policies and practices 	<ul style="list-style-type: none"> Focus 1: Governance and Ethics Focus 5: Health and Safety
Governments and Regulators	<ul style="list-style-type: none"> Environmental compliance Regulatory and industrial requirements Tax compliance 	<ul style="list-style-type: none"> Sustainability Reporting Ongoing dialogues Applications for necessary permits from relevant authorities 	<ul style="list-style-type: none"> Promote good corporate governance and meet regulatory requirements Comply with all relevant laws and regulations 	<ul style="list-style-type: none"> Focus 1: Governance and Ethics Focus 4: Environment
Community	<ul style="list-style-type: none"> Social development Noise management Vector controls Public safety 	<ul style="list-style-type: none"> Community services engagement 	<ul style="list-style-type: none"> Conduct corporate social responsibility programs to encourage community service engagement 	<ul style="list-style-type: none"> Focus 4: Environment Focus 8: Community Engagement
Shareholders and investors	<ul style="list-style-type: none"> Economic performance Corporate governance Anit-corruption 	<ul style="list-style-type: none"> Annual Reports Investor relations management Annual General Meeting 	<ul style="list-style-type: none"> Keep shareholders and investors well informed through informative half yearly reports, annual reports and annual general meetings Strive for excellence in investor relations management 	<ul style="list-style-type: none"> Focus 2: Economic Performance Focus 3: Quality and Innovation

Stakeholder Engagement and Materiality Assessment

To identify material ESG topics and focus areas, our approach begins with gaining an understanding of the Group's overall risk environment and subsequently identifying the actual and potential impacts to our stakeholders. The significance of these impacts is assessed in relation to the key concerns raised by our internal and external stakeholders gathered during the stakeholder engagement. With the assistance of our ESG consultant, we have taken the following steps to identify and present the relevant material topics in this Report:

1. Identification: Initial selection of material topics based on the risks and opportunities to the sector.
2. Prioritisation: Material topics are prioritised in order of descending importance based on their alignment with the concerns of internal and external stakeholders including whether they are aligned with key organisational values, policies, operational management systems, goals and targets.
3. Review: Review the relevance of previously identified material topics.
4. Validation: Validate the order of disclosure for the selected material topics in the Sustainability Report with the Board.

The table below illustrates the material topics selected and their relevance to each of the Group's operating segments. The table indicates the respective focus areas where further information on the material topics can be found in the Report.

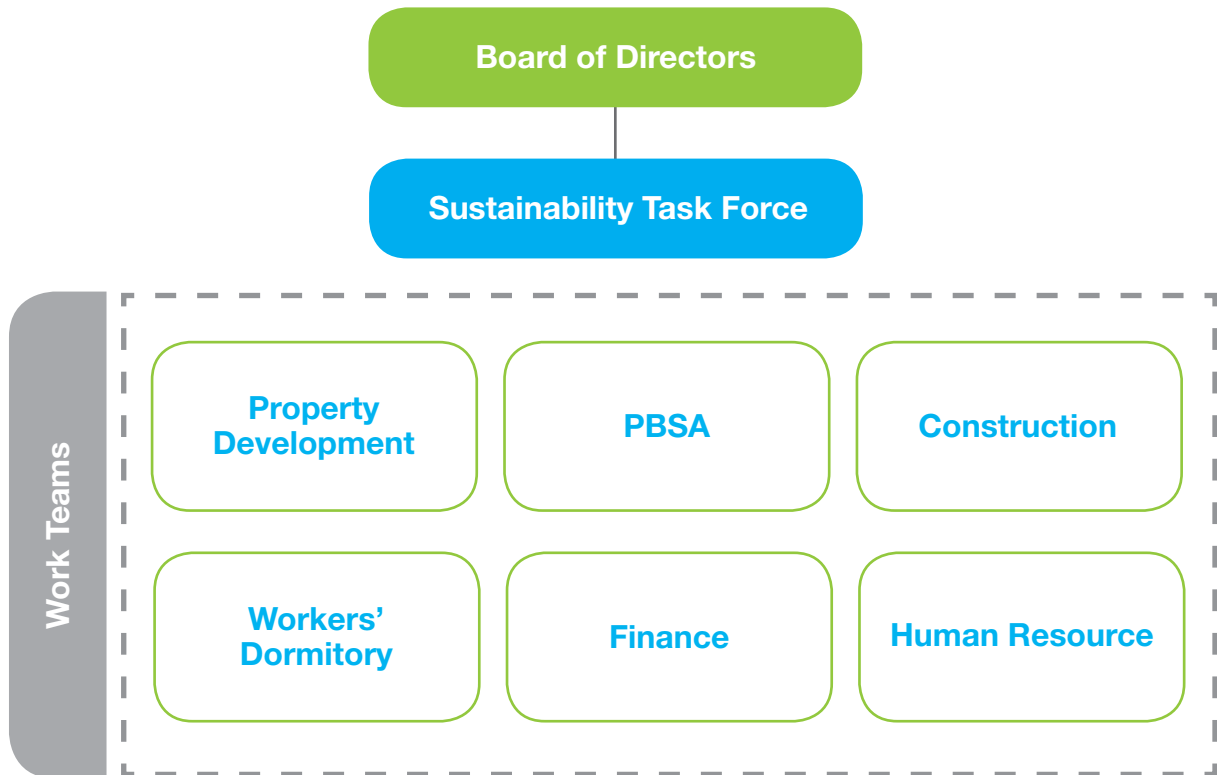
Focus Area	Material Topics	Where the impacts occur
Focus 1: Governance and Ethics	GRI 205: Anti-corruption	Across the Group
	GRI 207: Tax	
	GRI 417: Marketing and Labelling	
	GRI 418: Customer Privacy	
	GRI 419: Socio-economic Compliance	
Focus 2: Economic Performance	GRI 201: Economic Performance	Across the Group
Focus 3: Quality and Innovation	GRI 203: Indirect Economic Impacts	Across the Group
Focus 4: Environment	GRI 301: Materials	<ul style="list-style-type: none"> • Property Development • PBSA
	GRI 302: Energy	
	GRI 303: Water and Effluents	<ul style="list-style-type: none"> • Construction • Workers' Dormitory
	GRI 305: Emissions	
	GRI 306: Waste	<ul style="list-style-type: none"> • PBSA • Construction
	GRI 307: Environmental Compliance	Across the Group
Focus 5: Health and Safety	GRI 403: Occupational Health and Safety	<ul style="list-style-type: none"> • PBSA • Construction
	GRI 416: Customer Health and Safety	<ul style="list-style-type: none"> • Property Development • PBSA
Focus 6: Human Capital	GRI 401: Employment	Across the Group
	GRI 404: Training and Education	
	GRI 405: Diversity and Equal Opportunity	
Focus 7: Supply Chain	GRI 308: Supplier Environmental Assessment	Construction
	GRI 414: Supplier Social Assessment	
Focus 8: Community Engagement	GRI 413: Local Communities	Across the Group

Focus 1: Governance and Ethics

Strong corporate governance has enabled the Group to navigate and manage key sustainability issues and ensure that the interests of all relevant stakeholders are considered when making business decisions.

Governance and Statement of the Board

The Board has considered sustainability issues as part of the strategic formulation of the Group. We established the Sustainability Task Force comprising of senior management to oversee the efforts of work teams from different business segments.



The Sustainability Task Force reviews the Group’s sustainability objectives, challenges, targets and progress to align with strategic direction of the Group, and supervises the work teams in implementing and tracking sustainability data and progress.

The Board, with the assistance of the Sustainability Task Force determines the material ESG factor and ensures that the factors identified are well-managed and monitored.

The Group adopts a precautionary approach in strategic decision and day-to-day operation by implementing a comprehensive Enterprise Risk Management (“**ERM**”) framework.

Please refer to the Corporate Governance Report in our FY2021 Annual Report for more information on corporate governance practices and risk management structure.

Focus 1: Governance and Ethics

Risk Management

ESG risk assessments and management form part of the Group's ERM framework. We have integrated the process for identifying, assessing and managing material ESG related risks into our organisation's overall ERM framework. Please refer to the Corporate Governance Report in our FY2021 Annual Report for more information on the Group's risk management practices.

Ethics and Integrity

Ethics and Compliance

Wee Hur places high value and importance over ethics management. Our ethics and compliance programme plays an integral role in the Group's operations. We work diligently to ensure our employees understand and comply with applicable laws and policies and adhere to the highest standards of ethics and integrity.

Whistle-blowing Policy

The Group has in place a robust whistle-blowing policy and practices, which provides well-defined and accessible channels in the Group through which employees and third parties may raise concerns about improper conduct within the Group. No reports were received by the Group during FY2021.

Anti-corruption

GRI 205-1, 205-2, 205-3

Wee Hur is committed to running our business operations on a foundation of Integrity, Transparency and Honesty. The Group will devise and improve our processes continuously to prevent direct or indirect bribery, in order to safeguard and uphold our values.

We adopt a zero-tolerance policy towards any forms of corruption and bribery in our business. Our employees have to observe and comply with the anti-bribery and anti-corruption legislations and regulations in the countries where we have business activities in.

We have an internal reporting structure, procedures and channels that are secure and accessible for our employees to raise concerns and report violations or suspicious activity. The Group will also strive to ensure that our business partners share our zero-tolerance policy against corruption and bribery. The Group will avoid engaging in business dealings with those known or reasonably suspected to be engaging in corruption and bribery.

There have been no incidents of corruption and no public legal cases brought against the organisation or its employees. We currently have no risk of corruption, but we continue to be vigilant in ensuring our employees conduct themselves with the highest integrity.

Customer Data Privacy

GRI 418-1

Wee Hur takes utmost care in protecting our customers' privacy and data and is in compliance with the Personal Data Protection Act (2012). There were no reported breaches in FY2021.

Focus 1: Governance and Ethics

Tax Compliance

GRI 207-1, 207-2, 207-3

The Group's strategy and approach to tax is to fully comply with relevant tax laws and regulations in all jurisdictions we operate in, which indirectly support the local governments and authorities in their economic, environmental and social development and objectives. The Group has zero tolerance for any intentional breach of tax laws and regulations.

The Group identifies tax related risks as part of its ERM framework which is reported regularly to the Company's Audit Committee. Implementation of tax compliance related policies and procedures are monitored by the Group's Chief Financial Officer.

Relevant staff attend tax related trainings to keep updated on key changes. The Group also engages qualified professional tax advisors in all jurisdictions to ensure compliance at the transaction levels as well as fulfilling required tax filings. Any instances of non-compliance are reported to the Audit Committee and resolved promptly.

Social and Economic Compliance

GRI 419-1

The Group strives to comply fully with laws and regulations in the jurisdictions in which we operate. There were no incidents of non-compliance with social and economic laws and regulations in FY2021.

Governance and Ethics Targets

Segment	FY2021 Targets	Status	Performance Update
Group	Zero incidents of environmental non-compliance for the Group and along the supply chain	✓ Met	Zero incidents of environmental non-compliance recorded
	Zero incidents of socioeconomic non-compliance	✓ Met	Zero incidents of socioeconomic non-compliance recorded
Governance and Ethics FY2022 Targets			
Group	Zero incidents of non-compliance with environmental laws and regulations for the Group and along the supply chain		
	Zero incidents of non-compliance with socioeconomic laws and regulations		
	Zero complaints concerning breaches of customer privacy and losses of customer data		
	Zero incidents of significant tax related non-compliance		

Focus 2: Economic Performance

GRI 201-1

The Group strives to achieve strong financial performance to create wealth for our stakeholders and support sustainability initiatives and practices. The financial performance of the Group is reviewed by the Audit Committee and the Board on a regular basis.

Details of our financial performance can be found in the audited financial statements, which have been prepared in accordance with Singapore Financial Reporting Standards (International) and the provisions of the Companies Act 1967. The audited financial statements can be found in the Group's Annual Report 2021 available online at SGXNet and <https://www.weehur.com.sg/investor-relations/>.

Focus 3: Quality and Innovation

Innovation and Excellence

GRI 203-2

PBSA

The Group incorporates a number of requirements into its PBSA construction contracts to improve the transition from construction through commission to operations commencement. Contractors are obligated to operate and maintain an online document control system, which is submitted upon practical completion. An online operations and maintenance manual has also been implemented which requires the contractor to collate and submit full and complete manuals at completion. This system allows asset registers and information to be imported into facilities management and operational systems seamlessly.

Check-ins at our PBSA properties are mostly done on in-house iPads, with students signing their leases digitally instead of using printed documents. To improve efficiency, we have also implemented the Pyrus software for our Y Suites properties where invoices can be uploaded, processed and approved seamlessly. The software also enables efficient management of bulk invoices by centralising the storage of voluminous invoices and allowing bulk downloads.

Construction

To enhance the efficiency of operations at construction projects, the Group is exploring technologies to reduce the use of manpower and streamline manual processes by using automation. The Group uses biometric authentication system for all our construction projects to automate the entry and exit of personnel at the worksites, which improves security and reduces the need for manual recording and compilation of records. A web-based mobile application manages our Permit-to-Work system, quality control inspections, site safety inspections and corrective actions. This has replaced the traditional paper-based system and allows the safety team to perform more efficiently and productively in their work. Video conferencing is used for site inspections where acceptable by consultants.

Our contractor monitors health and safety through Hammertech, an online mobile system which consolidates field safety applications into an all-in-one field safety platform. The contract manages inductions, Safe Work Method Statement, permits, pre-start checklists and safety operations in one central location. The outputs of this are presented to the Group on a monthly basis, allowing for clear oversight and management of any issues.

Quality and Innovation Targets

Segment	Quality and Innovation FY2022 Targets
Group	Automate operations and facilities management by using automation technology

Focus 4: Environment

The Group recognises that for our operations to be truly sustainable and viable, great emphasis has to be placed on minimising negative impacts on the environment. With the ongoing implementation of the Singapore Green Plan 2030 and global efforts to combat climate change, the Group can capture opportunities in sustainable construction and green buildings locally and overseas.

To help manage environmental issues, the Group's has implemented a robust EMS that is certified to ISO 14001: 2015 EMS Standards. The EMS ensures that the Group continually monitors and improves its environmental performance on a regular basis, providing a streamlined process for the Group to become truly sustainable.

Energy and Emissions Management

GRI 302-1, 302-3, 302-4, 302-5, 305-2, 305-4, 305-5

Property Development

Energy efficient planning is incorporated at the design stages of development properties.

For our property under development, Bartley Vue, we provided a number of energy efficient features. Energy saving lighting are installed using an alternate circuit and timer control system at common areas such as lift lobbies and landscape areas to reduce energy consumption. Energy efficient air-conditioning units are installed for residential units. To support the lifestyle transitions of tenants to one that is lower carbon, we provided two electric vehicle charging stations at the property. To adequately monitor indoor air quality, carbon monoxide sensors are installed in the basement carpark. The sensors will activate the mechanical ventilation system upon reaching the pre-determined level, reducing the need to have the ventilation system constantly operating and significantly reducing energy usage.

PBSA

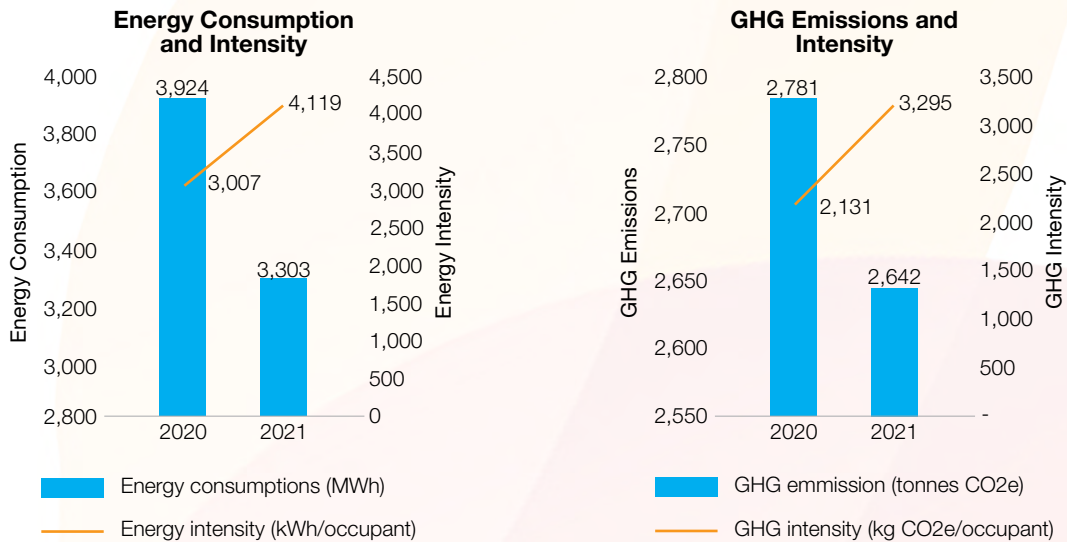
The Group's operational performance for PBSA properties include UniLodge Park Central and UniLodge City Gardens.

The Group incorporates sustainability consideration and features into the design phase of each PBSA property. Each development has high performance building envelopes and glazing selected according to acoustic, aspect, shading and climatic conditions. The properties are designed to achieve the required Environmental Sustainability standards in each respective local government jurisdiction prior to construction. For example, the A'Beckett development (Y Suites on A'Beckett) in Melbourne will achieve a 5-star standard in the Greenstar Rating system. To create conducive and sustainable living environments, large green courtyards and sky gardens are available for communal activities. At UniLodge City Gardens, green facades provide passive shading to East and West facing areas.

The Group has taken efforts to improve energy efficiency in the properties by incorporating innovative technologies and taking advantage of natural lighting and air. The properties are managed by a Building Management System that monitors energy performance. Main corridors in of all our developments are designed to be naturally ventilated instead of being air-conditioned space to reduce overall energy consumption. Air-conditioning is based on highly efficient air cooled and water-cooled Variable Refrigerant Flow. Energy efficient lighting such as fluorescent and LED lighting are installed at student accommodation units with a minimum output of 27 lumens per Watt. Every habitable room has a window to provide a great view and maximum natural light. A swipe card system controls the power supply to lights and air-conditioning in each apartment. Motion detectors or occupancy sensors reduce the wastage of energy in common areas. Lifts are installed with regenerative drives to convert the excess energy generated into reusable energy.

Focus 4: Environment

The energy consumption at UniLodge Park Central and UniLodge City Gardens are summarised below:



The overall total energy and water consumption decreased in FY2021 compared to FY2020. However, energy and emissions intensity increased in FY2021 compared to FY2020 due to a reduced occupancy rate at both PBSA properties. As energy consumption remains fixed for our common areas, the fixed energy consumption as a proportion to lower occupancy levels resulted in higher energy intensity levels in FY2021.

Moving forward, we will continue our efforts to minimise consumption and encourage students to live sustainably. We have been exploring the options of installing water efficient equipment and fittings at taps and showerheads. Initiatives such as raising the environmental awareness of our students through targeted campaigns to incentivise students to reduce their consumption are also on our roadmap as well.

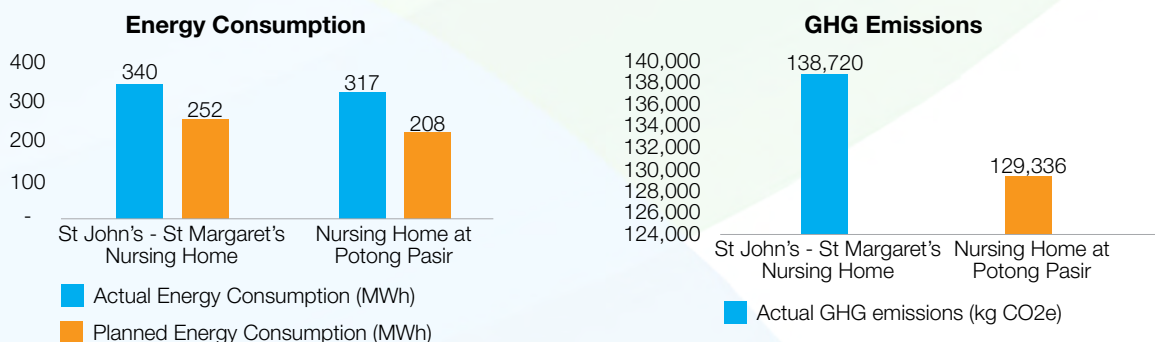
Construction

We incorporate various initiatives in our building designs to conserve energy and enhance indoor environmental quality for our occupants.

Energy Management	Initiative
✓	Building orientation to reduce solar heating
✓	Use of efficient glazing to achieve good thermal performance of building envelope
✓	Energy efficient lighting design
✓	Alternate circuit to lighting system at common areas to reduce energy consumption
✓	Elevators are SS 550:2009 compliant with a variable voltage variable frequency system and regenerative power features

Electricity meters are installed at every project site to track and monitor our electricity usage.

Energy consumption and GHG emissions of the Group's completed projects during FY2021 are shown in the following graphs:



Energy consumption exceeded planned energy consumption due to prolonged construction periods as a result of COVID-19 and Safe Management measures implemented.

Focus 4: Environment

Workers' Dormitory

Tuas View Dormitory is one of the largest workers' dormitories in Singapore. This dormitory is a self-contained living quarters equipped with common toilets, designated cooking and food preparation area, laundry area and common dining cum interacting area. It also comes with an indoor recreational/multi-purpose room, reading rooms and TV rooms as well as two indoor gymnasiums and at least two outdoor game courts. There are also commercial amenities such as minimarts, a canteen and other retail shops to provide greater convenience to the occupants.

Tuas View Dormitory was granted an extension on its land lease for another three years from 1 November 2020. To comply with the new requirements for workers' dormitories, Tuas View dormitory had its capacity reduced to 11,808 beds from 16,800 beds.



The decrease in energy consumption compared to FY2020 was due to a lower occupancy as a result of the reduced number of beds.

Water and Effluents Management

GRI 303-1, 303-2, 303-5

The Group focuses on providing quality fittings to improve water efficiency and minimise the occurrence of water leakages.

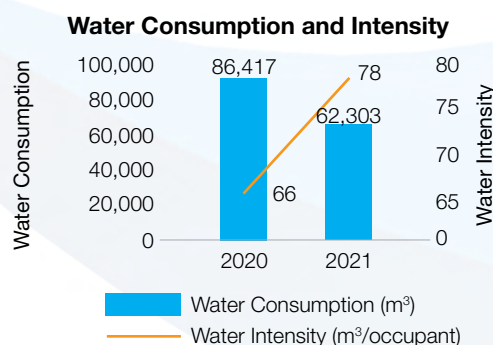
Water Management	✓ Water efficient fittings having Public Utilities Board Water Efficiency Labelling Scheme (“WELS”) “Very Good” (2 ticks) rating or at least better
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PBSA

The Group has incorporated various design features into the PBSA properties to conserve water. Each property is equipped with water-efficient fixtures and fittings with the following proposed efficiency rating in accordance with the Australian WELS scheme:

- 5-star taps (6.0 L/min);
- 3-star showerheads (9 L/min);
- 4-star water closets (3.5L/flush, dual flush);

A rainfall capture system slows the entry of water into the storm water system. Drought resistant plants are deployed for landscape works to control the water consumption especially during dry seasons.



Focus 4: Environment

Total water usage in FY2021 has decreased compared to FY2020, while water intensity has increased. Similar to our performance for energy and emission intensity, this was also primarily attributable to the decrease in occupancy rate at both PBSA properties. Furthermore, high water usage due to the maintenance of the green wall facade at UniLodge City Gardens also contributed to the increase in overall water intensity.

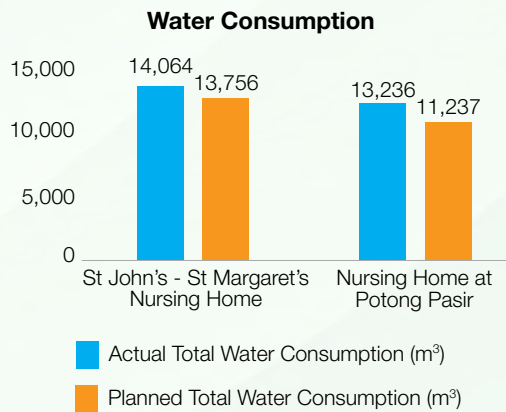
Efficient water fittings and water management measures have led to better predicted water consumption than average residential water consumption rates¹.

Equipment	Average House	PBSA	
	Flow Rate (litres/minute)	WELS	Flow Rate (litres/minute)
Taps	5.0	5-star	4.5
Water Closets	12.0	4-star	3.5
Showers	25.0	3-star	7.5

Construction

Whenever possible, the Group aims to promote a water conservation mindset amongst our employees and utilise innovative technologies to achieve water efficiency. To reduce water usage, water reducers are fitted at taps and water meters are installed at our project sites to monitor water usage. Regular on-site inspections are conducted at all water outlets to ensure that there are no water leakages. Water is reused at project sites to wash vehicles exiting construction site.

All our construction projects are equipped with Earth Control Measure as part of the requirement to control earth and silt from being discharged into public drains that lead to water catchment areas. The collected water containing a mixture of mud and silt will be treated and filtered before being discharged into the common public drainage.

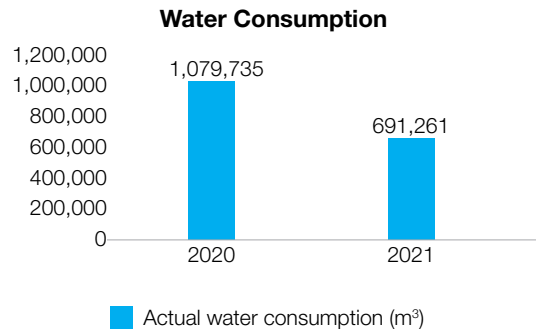


¹ Flow rate of daily water usage activities from <https://www.unitywater.com/residential/manage-your-water-usage/why-your-water-usage-may-be-higher/water-usage-table>

Focus 4: Environment

Workers' Dormitory

The sewage and sanitary drainage system at Tuas View Dormitory is designed and operated in accordance to the requirements and provisions of the Sewerage and Drainage Act. All waste water generated from the dormitory are discharged into the public sewer according to the requirements and provisions of the Sewerage and Drainage Act.



Water consumption decreased compared to 2020 mainly due to a decrease in total occupancy as a result of the reduced number of beds.

Waste Management

GRI 306-1, 306-2, 306-3

The Group places an emphasis on proper waste management and recycling. For instance, at our property under development, Bartley Vue, recycling bins are provided at the basement for each tower to promote the importance of the three R's – Reduce, Reuse and Recycle.

PBSA

Waste generated by students is managed in an environmentally responsible manner. The sewage and sanitary drainage systems are designed and operated in compliance with requirements and provisions of each state, namely Plumbing and Drainage Act in Queensland and South Australian Public Health (Wastewater) Regulations 2013 in South Australia.

A waste management consultant is commissioned in early design stages to formulate a waste management system for the building.

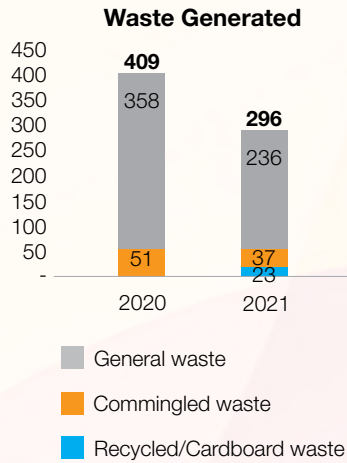
Key elements of a waste management plan include:

- Besides co-mingled recycling bins, organics recycling collection points have been introduced to enable students and retail tenants to consolidate food wastes more efficiently
- Cardboard recycling points are introduced to retail tenancies
- Education of students on segregation of garbage and recyclable materials or food waste
- Engaging competent vendors with sufficient resources to ensure cleanliness and good waste management for the building
- Locating bin chute rooms centrally to minimise likelihood of spillage and increase convenience to students

The Group promotes recycling and endeavours to minimise waste generation by monitoring waste disposal on a daily basis. Dual recycling bins and general waste chutes are available at each floor to encourage students to categorise and separate waste before dispose. Furthermore, waste compacting is performed several times a day to maximise the usage of bin space and large or bulky items are disassembled.

Focus 4: Environment

The waste generated at our PBSA properties in FY2021 is summarised in the graph below:



The properties generated 296 total tonnes of waste in FY2021, which was a decrease compared to FY2020 mainly due to the decrease in occupancy rate.

We will continue to be relentless in our efforts to educate our students on recycling and are exploring ways to help divert waste such as packaging cardboard from being directly disposed of. To incentivise students to participate in recycling, UniLodge Park Central is currently exploring the option of reverse vending machines. Students are encouraged to deposit their recyclables into the machines in return for a small incentive. Furthermore, we have two designated areas for large waste disposals located at the carpark and loading bay which facilitate the collection of waste and recycled materials.

Construction

Green practices adopted by the Group aims to control and manage concrete, rebar and other wastes. We work closely with disposal contractors to remove waste for proper disposal and processing.

- Use of pre-fabrication to reduce waste**

Pre-cast elements are utilised to reduce usage of timber formwork.
- Recycling of waste**

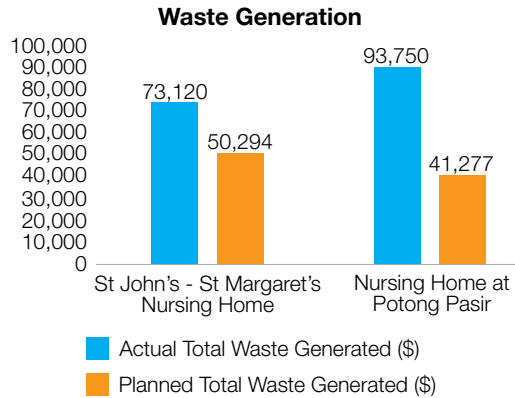
We encourage our subcontractors to recycle their waste materials such as short lengths of waste rebars used as hooks or level pegs.
- Use of sustainable materials**

The use of construction materials which are certified under the Singapore Green Labelling Scheme under the Singapore Environment Council are prioritised.
- Establish policies for our subcontractors**

We ensure that our subcontractors segregate waste for different materials on site such as hardcore waste, metal waste, general construction waste and food waste.

Focus 4: Environment

Information on waste generated at the Group's completed construction projects are shown in the following graph. The dollar value of waste disposed is representative of the Group's waste footprint at the construction sites and is regularly monitored.



Actual waste generated exceeded planned waste generated for both projects. This was mainly attributable to delays in project progress as result of COVID-19 leading to prolonged construction periods.

Eco-friendly Construction Materials

GRI 301-2

The materials used in the buildings are sustainably sourced such that it does not contain compounds that adversely affects the occupants. Low volatile organic component paints and adhesives are being used in the construction of all our developments.

We endeavour to use environmentally friendly materials whenever possible. Timber and composite timber products used in our buildings come from a combination of post-consumer re-used timber or Forest Stewardship Council certified timber.

Noise and Vector Management

GRI 307-1

We proactively engage occupants of any upcoming construction works in the vicinity and where possible, minimise the inconvenience to the occupants. Any feedback received is acted promptly.

We have also implemented a noise management programme to minimise noise levels at construction sites.

Identify Noise Levels

- Real time noise monitoring to ensure noise do not exceed allowable limit

Minimise Noise Impact

- Limit noisy activities to daytime and no noisy works at night
- Provide noise barrier and use silencer on equipment to reduce noise generated
- Where possible, we adopt alternative construction methods to reduce level of noise generated

Public Relations

- Engage members of the public residing in the surrounding areas to seek their understanding on the ongoing works
- Provide feedback avenue by displaying phone number of hotline and any complaints or feedback are acted on promptly

Focus 4: Environment

In FY2021, our construction projects exceeded the permissible noise limits set by the National Environmental Agency (“**NEA**”) on five occasions.

Vector control plans are implemented at every construction site to prevent mosquito breeding. Worksites are divided into different zones, the personnel-in-charge assigned to each zone shall monitor and prevent mosquito breeding. External pest control companies are also engaged to carry out checks and apply insecticide to control mosquito breeding.

As part of our annual campaign to prevent mosquito breeding, concrete slabs are designed to have sufficient fall where possible to ensure proper drainage and minimise stagnant water at the design stage. Daily checks and inspections by project teams, cross check audits by other teams are conducted to check for stagnant water across the site.

We take a serious view on mosquito breeding as it might lead to a health hazard for our workers like dengue fever. 6 instances of mosquito breeding were discovered at our project sites in FY2021.

Fines or Penalty

GRI 307-1

Wee Hur received fines of \$111,500 in FY2021, which was higher than \$55,500 in FY2020. We have an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.

Environmental Targets

Segment	FY2021 Targets	Status	Performance Update
PBSA	Energy intensity of 3,105 kWh per occupant and water intensity of 68 m ³ per occupant at UniLodge Park Central	Not Met	Total energy and water consumption decreased compared to FY2020. Due to the variation in occupancy rates in the PBSA, energy intensity values are not representative of the consumption at the properties.
	Energy intensity of 2,789 kWh per occupant and Water intensity of 65 m ³ per occupant at UniLodge City Gardens		
Construction	Energy and emissions, water consumption and waste generation to be lower than target	Not Met	Actual energy consumption was higher than planned energy consumption due to prolongation of projects during COVID-19 restrictions. The Group will look for opportunities to reduce energy consumption at sites.
Workers' Dormitory	Energy intensity of 510 kWh per occupant and water intensity of 80 m ³ per occupant	Not Met	Total energy and water consumption decreased compared to FY2020. Due to the variation in dormitory occupancy, energy intensity values are not representative of the consumption at the property.
Environmental FY2022 Targets			
PBSA	All new projects to achieve Greenstar 5-star rating.		
Construction	Energy and emissions, water consumption and waste generation to be at or lower than industry average.		
	Maintain our ISO 14001:2015 Environmental Management Systems certification.		
Workers' Dormitory	Continue to review and identify energy, water and waste saving measures.		

Focus 5: Health and Safety

Design for Safety

GRI 416-1

We design for occupant safety and well-being, and our measures include:

Well-being	✓	Development of adjacent park with lush greenery and facilities for occupants
Health and Safety	✓	Assessment of foreseeable design risks in our development and incorporate measures to reduce such risks
	✓	Creation of barrier-free design for people with disabilities
	✓	Implementation of traffic management measures
	✓	Cat ladders and safety hooks are provided to minimise risk of fall
	✓	Flooring materials are selected to minimise slip and fall

Occupant Health and Safety

The Group places an emphasis on occupant health and safety at the Tuas View Dormitory. To ensure the cleanliness of the living environment, safety measures ranging from pest control to risk assessment are conducted frequently.



Induction programmes are conducted for occupants during check-in to inform them of the safety rules and regulations. Posters for safety and health awareness are placed around the nearby residential areas to educate occupants about safety precautions. Regulatory bodies such as the Singapore Police Force, NEA and Ministry of Manpower (“**MOM**”) are invited to conduct roadshows to educate the occupants on safety and legal obligations in Singapore.

The Group ensures that treatment for fogging, larviciding and treatments for rats, cockroaches and mosquitoes are conducted to ensure cleanliness of premises. Clean room awards are given to occupants who display outstanding efforts in maintaining a hygienic premise.

The operator that manages the Tuas View Dormitory will continue to maintain strict compliance with COVID-19 safety regulations as mandated by authorities to ensure the safety of dormitory inhabitants.

Construction Site Safety

Our Quality, Environmental, Health and Safety policy provides the overall framework to ensure that natural resources are efficiently used through conserving energy and water, minimising waste generation by reducing, reusing and recycling where possible.

Focus 5: Health and Safety

- Compliance with regulatory requirements/guidelines
- Energy and water conservation
- Minimisation of waste generation through reduce, reuse and recycle
- Minimisation of injury and incident rates through upholding of health and safety best practices
- Management and monitoring of our suppliers and subcontractors
- Use of sustainable materials
- Noise and vector management programmes
- Engagement and communication with surrounding communities

The Group takes full responsibility and precaution towards ensuring public safety because we understand that construction sites present potential dangers to the public. We comply strictly with relevant health and safety regulations and endeavour to reduce safety risks as is reasonably practicable.

Our public safety measures include managing site access to ensure that site boundaries are clearly and physically defined with suitable fencing, such as installing netting and toe-boards on scaffolds. We also ensure that scaffolding is properly constructed and maintained, and open floor edges are properly blocked off with barriers or suitable covering.

Workplace Health and Safety

GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

Wee Hur has a risk management plan in place for our construction sites to identify, analyse and manage the risks throughout the lifecycle of the project.

The project manager works closely with the project team members to ensure that risks are managed during the construction process. Risks will be identified as early as possible in the project so as to minimise their impact.

The Group has implemented an Environment, Health and Safety Management System to uphold best practices for workplace safety.

A safety committee is formed for every project site, chaired by the project manager and assisted by the Workplace Safety and Health Officer (“**WSHO**”). A Safety Committee site-walk and meeting is convened every fortnightly to ensure all procedures are in place. Non-compliances are identified, and action plans are formulated to prevent recurrence.

For all new workers, they will undergo a safety induction briefing conducted by the project safety team before being allowed to commence work on site. For contractors, all personnel and workers entering construction sites will undergo a safety orientation by the site WSHO before they are allowed to work. Daily toolbox meetings are conducted to remind workers to thoroughly review the work for the day and the safety issues to look out for.

Twice weekly mass exercise and safety talk are conducted at all project sites for all contractors. Safety briefings, demonstration and talk are given to all workers to educate and remind them on safety. For all high-risk activities, a permission-to-work system is in place and the checklist will need to be checked by the Safety Assessor before approval from the project manager is obtained for the work. Site safety is reviewed monthly during the senior management review meeting for every site, where project managers report on the safety performance of their projects.

Regular safety promotion campaigns are also conducted at project sites to raise awareness and remind workers of the best practices expected of them. Emergency drills are conducted to instil the level of vigilance in our workers to respond effectively to emergencies at construction sites.

Focus 5: Health and Safety

To further promote safety awareness, we have started the monthly evaluation of site safety performance. Corporate Safety will conduct monthly safety audits and evaluate the safety performance at every site. The performance of every site will be circulated to all teams to encourage them to perform well in safety, and areas for improvement will be highlighted.

For project sites with poorer safety performance, the frequency of corporate safety inspection and audit will be increased. Close guidance will be given to the team to improve their safety performance in the shortest time possible.

Description	2020	2021
Number of near misses	0	1
Number of fatalities	0	0
Number of occupational diseases	0	2
Number of reportable incidents	23	12
Number of stop-work incidents	2	9
Total number of stop-work days	13	70

The occurrence of reportable incidents decreased from 23 in FY2020 to 12 in FY2021. In general, the incidents occurred due to unsafe practices by workers and incidents reports have been filed for all the relevant incidents. The impacted workers received prompt medical attention and we have provided follow-up trainings on the required safety practices to prevent reoccurrence of similar incidents.

A near miss is an unplanned event that did not result in any injury, illness or damage, but had the potential to do so. By tracking near misses, we can take pre-emptive action before an incident happens. The Group abides by MOM regulations regarding the reporting requirements for work related incidents.

Safety Measures against COVID-19

GRI 403-1, 403-4

In FY2021, the COVID-19 pandemic remains a persistent threat to the safety of our employees and workers. During these unsettling times, we stay committed to prioritising their safety by complying with all safety measures and protocols put in place by the Singapore Government.

All employees were briefed on the implemented safe management measures (“**SMM**”) and strict enforcement is required. The SMM included putting in place Safe Entry visitor management and temperature screening for all entering our premises and work sites. The cleaning frequency and disinfection of our premises, especially areas with high contact points, has increased. In addition, a clear physical spacing of at least 1 metre must be kept between all persons and face masks have to worn at all times.

In FY2021, there were 68 incidents of COVID-19 transmission among workers and 15 incidents of COVID-19 transmission among staff. In addition, there were no reported incident of non-compliance with local COVID-19 laws and regulations regarding the living conditions of our foreign workers.

Health and Safety Targets

Segment	FY2021 Targets	Status	Performance Update
Group	Zero occupational health and safety incidents	Not Met	The number of occupational health and safety incidents has decreased from 23 in FY2020 to 12 in FY2021. The Group remains committed to the long-term goal of zero occupational health and safety incidents.
Health and Safety FY2022 Targets			
Group	Zero occupational health and safety incidents		

Focus 6: Human Capital

Employees are a key driver for the Group’s ability to innovate and are key resources to the long-term viability of our business. The Group takes measures to ensure their safety at work sites and emphasises on developing their knowledge and skills.

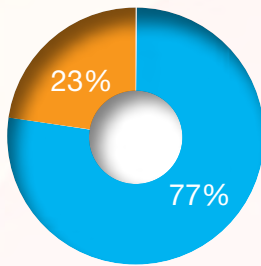
Employee Diversity

GRI 401-1, 405-1

Wee Hur values diversity. We have staff of different nationalities, and we continuously cultivate interactions and understanding between nationalities.

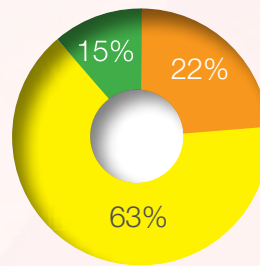
While we do not have any female director at the board level currently, we are open to having one in the future if there is a suitable candidate.

Employees - by Gender



Male Female

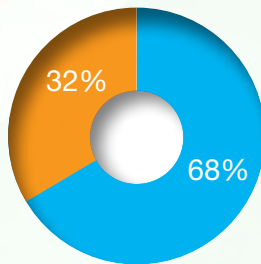
Employees - by Age



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

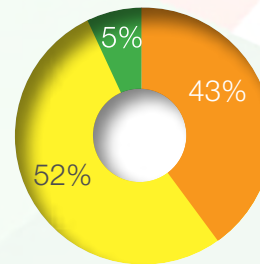
In FY2021, our total stood at 209 employees, with a new hire rate of 31% and turnover rate of 33%.

New Hires - by Gender



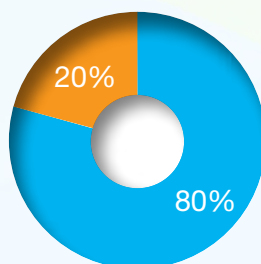
Male Female

New Hires - by Age



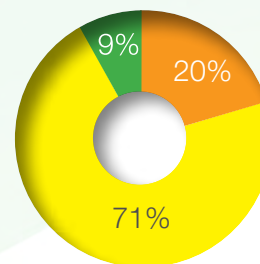
< 30 years old 30-50 years old > 50 years old

Employee Turnover - by Gender



Male Female

Employee Turnover - by Age



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

Focus 6: Human Capital

Employee Benefits

GRI 401-2, 401-3

All employees of the Group, including both permanent and temporary workers are treated fairly and are entitled to a range of additional benefits.

Healthcare	Disability and Invalidation Coverage	Parental Leave	Others
<ul style="list-style-type: none"> Staff are reimbursed for visits to the General Practitioner and Dentist, as well as covered under provision of medical insurance. 	<ul style="list-style-type: none"> Staff will be covered under Personal Accident Insurance and Work Injury Insurance. 	<ul style="list-style-type: none"> Eligible staff are entitled to Maternity Leave, Paternity Leave, Shared Parental Leave, Childcare Leave, Extended Childcare Leave, Unpaid Infant Care Leave and Adoption Leave where applicable. 	<ul style="list-style-type: none"> Staff are entitled to receive the following benefits: <ul style="list-style-type: none"> - Meal allowance - Sports allowance - Wedding and baby gifts - Zoo/River Safari corporate card - Annual dinner for staff and family members

By engaging staff, there will be more intra- and inter-department interaction, as well as between staff and management. The Group has also rolled out initiatives like meals and sports allowances to promote cohesiveness amongst staff and to promote active and healthy lifestyles. With these initiatives, the Group ensures the staff's well-being and all-round personal development. Staff will also be able to better understand the Group's policies and direction and providing feedback or suggestions to improve areas that may be lacking.

The Group supports the government's pro-family policies and follows MOM regulations with regards to parental leave. In FY2021, 36% of eligible employees were entitled to parental leave and 51 employees took parental leave. As part of our employee welfare and to stay competitive with the current market, we have also increased the leave entitlement for all staff.

Employee Development

GRI 404-1, 404-2, 404-3



The Group recognises that employees drive the innovation and performance of the respective business segments. By having a robust training program, the Group keeps staff abreast of the latest developments in the industry and upgrades their productivity and skills.

The Group rewards good work performance by offering competitive remuneration packages. Staff remuneration is compensated based on employees' performance, expected roles and responsibilities. This is reinforced by a well-structured and open annual performance appraisal system to link performance with remuneration.

Our compensation packages are benchmarked against the market rate and aligned with the Group's salary guide. This maintains our ability to attract talent, which is the key to our sustained growth.

The Group recognises that our older workers bring with them a wealth of experience and we retain these workers if they choose to continue working beyond the retirement age.

Human Capital Targets

Segment	Human Capital FY2022 Targets
Group	To provide at least 15 hours of staff training per employee

Focus 7: Supply Chain

Supplier Management

GRI 308-1, 414-1

Wee Hur strives to ensure that suppliers throughout the supply chain meet the practices and standards expected by the Group.

Suppliers and subcontractors are required to declare and acknowledge their responsibilities in ensuring compliance to local regulations. Suppliers and subcontractors are assessed based on their environmental and social criteria. Such criteria include whether the supplier carries Green Label products endorsed by Singapore Green Labelling Scheme and whether subcontractors meet the standards of “Bizsafe level 3”.

Supply Chain Targets

Segment	FY2021 Targets	Status	Performance Update
Construction	Screen 80% of new subcontractors using social criteria	✓ Met	90% of new subcontractors were screened using social criteria
Supply Chain FY2022 Targets			
Construction	Screen 80% of new subcontractors using environmental and social criteria		

Focus 8: Community Engagement

Giving Back to our Community

GRI 413-1

Community building is a key focus of the Group’s sustainability strategy. We actively reach out to the community and have built strong social capital and goodwill for the Group. Our Group makes monetary donations to charity events or organisations every year as a humble gesture to give back to the community.

Impacts from our Operations

The Group strives to positively impact the development of surrounding communities. To achieve this aim, we have incorporated requirements into our PBSA construction contracts. Stakeholder engagement plans are formulated to identify key people and businesses affected by construction. Varying levels of monitoring and controls are put in place with active communications maintain through websites, letter drops and 24-hour call centres.

Recognising the potential impact of developments on local aboriginals, the Group has engaged with local Aboriginal elders and completed the new connection with country framework which seeks to incorporate Aboriginal knowledge in the design and planning of places. This allows us to integrate a theme or story into our development and work with local artists to deliver meaningful public art into the development.

Scholarships and Sponsorship

The Group has set up a \$150,000 Wee Hur Scholarship with the National University of Singapore (“**NUS**”) to award one merit-based scholarship per academic year to Year Three student(s) in the Bachelor of Science (Project and Facilities Management) Programme. The scholarship provides an impetus for students to excel academically, support NUS’ mission to advance knowledge, foster innovation and nurture talented leaders of the future. Since its inception we have awarded the scholarship to four students pursuing studies in BSc (Project and Facilities Management) programme.

Focus 8: Community Engagement

In collaboration with Building Construction Authority, the BCA-Industry iBuildSG Undergraduate Scholarship/Sponsorship programmes provide financial incentives to students of high calibre to pursue full time Built Environment courses in local universities. In FY2021, we have awarded one scholarship and one sponsorship to two students, respectively.

Donations

In FY2021, COVID-19 restrictions have limited our ability to hold the usual community engagement events, thus we focused on donations to various charitable, social organisations and institutions to support the needy and the vulnerable communities.

Some of our monetary donations are as follows:

- UOB Chinese New Year Charity Drive 2021 to raise funds for The Business Budding Artists Fund and The Strait Times School Pocket Money
- UOB Global Heartbeat Virtual Run/Walk
- Singapore Children's Society – 1000 Enterprises for Children-In-Need-Programme
- Tian Yun Beijing Opera School
- PCS Lifeblood Centre – Donation to Aid Children suffering from Thalasaemia and Cancer
- POSB Passion Virtual Run for Kids
- The New Charis Mission 15th Anniversary cum Fund Raising Event
- Care Community Annual – Donation of 3 wheelchairs

SGX-ST Five Primary Components Index

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Stakeholder Engagement and Materiality Assessment
2	Policies, Practices and Performance	<ul style="list-style-type: none"> Chairman's Message Sustainability Strategy Overview Focus 1 to 8
3	Board Statement	Governance and Statement of the Board
4	Targets	<ul style="list-style-type: none"> Governance and Ethics Targets Quality and Innovation Targets Environmental Targets Health and Safety Targets Human Capital Targets Supply Chain Targets
5	Framework	About this Report

GRI Standards Index

GRI Standards	Disclosure Content	Section Reference
102-1	Name of the organisation	Organisation Profile
102-2	Activities, brands, products, and services	Organisation Profile
102-3	Location of headquarters	Organisation Profile
102-4	Location of operations	Organisation Profile
102-5	Ownership and legal form	Organisation Profile
102-6	Markets served	Organisation Profile
102-7	Scale of the organisation	Organisation Profile
102-8	Information on employees and other workers	Focus 6: Human Capital
102-9	Supply chain	Organisation Profile
102-10	Significant changes to the organisation and its supply chain	Organisation Profile
102-11	Precautionary principle or approach	Risk Management
102-12	External initiatives	ESG Performance Highlights
102-13	Membership of associations	ESG Performance Highlights
102-14	Statement from senior decision-maker	Chairman's Message
102-16	Values, principles, standards, and norms of behaviour	Focus 1: Governance and Ethics
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement and Materiality Assessment
102-41	Collective bargaining agreements	Not applicable. No reportable collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement and Materiality Assessment
102-43	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment
102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality Assessment
102-45	Entities included in the consolidated financial statements	Annual Report 2021

GRI Standards Index

GRI Standards	Disclosure Content	Section Reference
102-46	Defining report content and topic boundaries	Stakeholder Engagement and Materiality Assessment
102-47	List of material topics	Stakeholder Engagement and Materiality Assessment
102-48	Restatements of information	Reporting Practice
102-49	Changes in reporting	Reporting Practice
102-50	Reporting period	Reporting Practice
102-51	Date of most recent report	Reporting Practice
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Reporting Practice
102-54	Claims of reporting in accordance with the GRI Standards	Reporting Practice
102-55	GRI content index	GRI Standards Index
102-56	External assurance	Reporting Practice
201-1	Direct economic value generated and distributed	Focus 2: Economic Performance
203-2	Significant indirect economic impacts	Innovation and Excellence
205-1	Operations assessed for risks related to corruption	Ethics and Integrity
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
205-3	Confirmed incidents of corruption and actions taken	Ethics and Integrity
207-1	Approach to tax	Tax Compliance
207-2	Tax governance, control, and risk management	Tax Compliance
207-3	Stakeholder engagement and management of concerns related to tax	Tax Compliance
301-2	Recycled input materials used	Eco-friendly Building Materials
302-1	Energy consumption within the organisation	Energy and Emissions Management
302-3	Energy intensity	Energy and Emissions Management
302-4	Reduction of energy consumption	Energy and Emissions Management
302-5	Reductions in energy requirements of products and services	Energy and Emissions Management
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306-1	Waste generation and significant waste-related impacts	Waste Management
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