



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 very pleased to share with you the Sustainability Report of Wee Hur Holdings Ltd (“**the Company**” or “**Wee Hur**”) and its subsidiaries (“**the Group**”) for the financial year ended 31 December 2018 (“**FY2018**”).

We have achieved an important milestone in FY2018. Our 1st Purpose-Built Student Accommodation (“**PBSA**”) in Brisbane, **Unilodge Park Central** was partially completed in May 2018 and we received our 1st batch of student in July 2018. The whole PBSA was completed in September 2018 and it is in full operation since January 2019. We are collecting environmental data for this PBSA to help to improve our sustainability disclosure for the financial year ended 31 December 2019 (“**FY2019**”).

We are pleased to share also the receipt of Certificate of Merit for **Parc Centros** in **BCA Construction Excellence Award 2018** and **BCA Green Mark Award (GoldPlus) 2018** for **Parc Botannia**. These awards are the testimonial of our commitment to deliver projects with high quality, environmental, health and safety standard.

At Wee Hur, we design and build with the community in mind. We endeavour to create innovative and sustainable buildings locally and beyond. We adopt a comprehensive approach to managing the environmental impact of our building designs and construction activities. We strictly comply with environmental rules and regulations and review our environmental policies and performance annually to continuously improve the effectiveness in mitigating environmental risks.

In FY2018, we have continued to leverage on technology to improve productivity at our construction sites. We embarked on the use of a web-based mobile application to manage our Permit to Work system, site safety inspections and corrective actions. This replaces the traditional paper-based system and allows the safety team to perform more efficiently and productively in their work.

The Group is committed to providing a safe working environment for all employees. Our health and safety performance have significantly improved as compared to the financial year ended 31 December 2017 (“**FY2017**”), and we have seen a reduced number of incidents, zero fatalities and no stop-work days in FY2018.

Our people are our greatest assets. We endeavour to empower our people by developing them to their fullest potential with regular training and education. We encourage employees to embrace and adapt to changes to support our growth and steer the Group ahead.

I am thankful to our shareholders, business associates, consultants, sub-contractors, suppliers, employees and other stakeholders that have supported us and contributed in making our progress possible. I am also grateful to the Board of Directors (“**the Board**”) for their guidance and support. 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

WEE HUR's SUSTAINABILITY STORY

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

In FY2018, the Group continued our organised effort to move beyond doing good to instill a culture of sustainability in our people. We are committed to incorporating and improving sustainability practices throughout our organisation.

A dedicated 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.

SUSTAINABILITY TARGETS

The economic landscape for property development, construction and investment property markets remain competitive. We will continue to adopt a prudent and cautious approach towards making investment decisions. We are progressively diversifying our businesses beyond Singapore to propel our growth.

We aim for zero fatality and injuries to foster a safe and healthy workplace environment. Our suppliers will also be subject to more robust assessment regarding their socioeconomic compliance and environmental practices.

We shall continue to maintain and uphold our energy saving standards and performances in our investment property. We target to adopt innovative technologies within the next few years with the aim to lower our greenhouse gas emission and energy intensity ratio.

We will continue to develop more meaningful partnership with charitable organisations and various institutions to improve the welfare of the community. We aim to bring more diversity in terms of gender, race and age groups to build a capable and diverse workforce.

Below is a summary table of the Group's sustainability targets and performance during the reporting year.

Environmental Performance in FY2018		
Segment	FY2018 Target	Performance Update
Construction	Reduce energy consumption and carbon emissions	Actual energy consumption and emissions lower than target for one project
	Reduce water consumption	Actual water consumption lower than target for one project
Environmental Performance for FY2019		
	FY2019 Target	
Construction	Actual energy consumption and emissions lower than target	
	Actual water consumption lower than target	
Investment Property (Workers' Dormitory)	Energy consumption of 6,000 kWh and energy intensity of 0.44 kWh per occupant	
	Water consumption of 945,000 m ³ and water intensity of 70 m ³ per occupant	
Group-level	Zero incidents of environmental non-compliance	
Social Performance in FY2018		
	FY2018 Target	Performance Update
Construction	Zero occupational health and safety incidents	Achieved zero fatal workplace safety incidents
Social Performance for FY2019		
	FY2019 Target	
Construction	Zero occupational health and safety incidents	
Investment Property (Workers' Dormitory and PBSA)	Zero occupant health and safety incidents	

WEE HUR's SUSTAINABILITY STORY

Noteworthy Awards

BCA Construction Excellence Award 2018

Certificate of Merit - Parc Centros



Over the years, our Group has garnered several prestigious awards and accolades:

- **Forbes Asia's 200 Best under a Billion** for 2013 and 2015.
- Listed by **Brand Finance** to be among Top 100 Singapore Brands.



- **BCA Green Mark Award (GoldPlus) 2018**
- PARC BOTANNIA, condominium development
- **BCA Quality Mark Award for Good Workmanship 2017 (Achieved Excellent QM rating)**
- PARC CENTROS, condominium development



- **BCA Green Mark Award (Gold) 2017**
- MEGA@WOODLANDS, industrial property development
- **BCA Green and Gracious Builder Award (STAR) 2017**
in promoting environment protection and gracious practices during the construction phase of projects.

- **URBAN RESIDENCES**, our residential development received the **BCA Quality Mark "STAR" Rating 2014**
- **PARC CENTROS**, our condominium development received the **BCA Green Mark Goldplus Award 2013**
- Four awards for **Construction Excellence** and three awards for **Certificate of Merit** from the Building and Construction Authority. These awards are testimony to our high standard of workmanship, project management and technical input in completed projects.
- Three **Architectural Heritage Awards** conferred by Urban Redevelopment Authority in recognition of our outstanding performance in carrying out restoration and conservations projects.
- Ranked amongst the **Enterprise 50** list which represents the cream of Singapore entrepreneurship for five consecutive years. We were bestowed the honour of **Enterprise 50 Five Years Award** for winning the **Enterprise 50** for five times in a row.

ETHICS AND INTEGRITY

Ethics and Compliance

Wee Hur places high value and importance over ethics management. Our ethics and compliance programme play 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 Company has put in place a whistle-blowing policy since 2008. This policy will provide 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 under the whistle-blowing policy during FY2018.

Anti-corruption

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

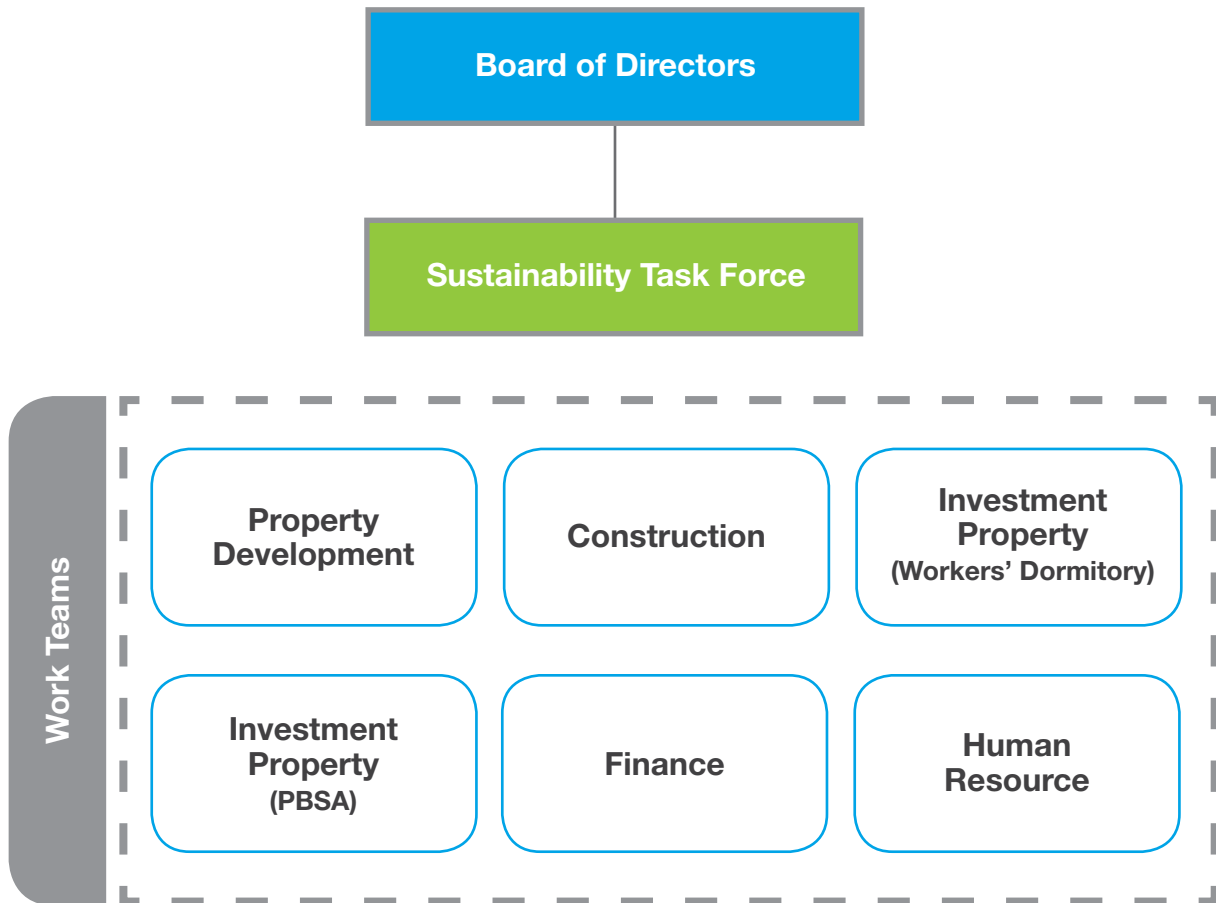
We adopt a zero-tolerance policy towards any forms of corruption and bribery in our business. The Company and employees must observe and comply to the anti-bribery and anti-corruption legislations and regulations in the countries where we have business activities in.

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 activities. The Company will also strive to ensure that our business partners share our zero-tolerance policy against corruption and bribery. The Company 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 Group or our employees. We currently have no risk of corruption, but we will continue to be vigilant in ensuring our employees conduct themselves with the highest integrity.

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 units.



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

The Board incorporates sustainability issues into the strategic formulation of the Group. The Board with the assistance of the Sustainability Task Force determines the material environmental, social and economic factors, 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 risk management framework.

Please refer to the Corporate Governance Report in our FY2018 Annual Report for more information on corporate governance practices and risk management structure.

STAKEHOLDER ENGAGEMENT

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	Read more in the following sections
Employees	<ul style="list-style-type: none"> • Remuneration and benefits • Trainings and development • Ethics and conduct 	<ul style="list-style-type: none"> • Open annual performance appraisal system to link performance with remuneration • Trainings 	<ul style="list-style-type: none"> • Employee Diversity • Employee Benefits • Employee Development
Contractors, suppliers and subcontractors	<ul style="list-style-type: none"> • Health and safety • Environmental compliance 	<ul style="list-style-type: none"> • Contractual agreements • Regular meetings 	<ul style="list-style-type: none"> • Managing our Suppliers • Workplace Health and Safety
Occupants	<ul style="list-style-type: none"> • Data privacy • Quality of occupants' living conditions 	<ul style="list-style-type: none"> • Dialogues and feedback 	<ul style="list-style-type: none"> • Customer Privacy and Data • Occupant Health and Safety
Governments and Regulators	<ul style="list-style-type: none"> • Environmental compliance • Regulatory and industrial requirements 	<ul style="list-style-type: none"> • Sustainability Reporting • Ongoing dialogues • Applications for necessary permits from relevant authorities 	<ul style="list-style-type: none"> • Fines or Penalty • Anti-corruption
Community	<ul style="list-style-type: none"> • Social development • Noise management • Vector control • Public safety 	<ul style="list-style-type: none"> • Community services engagement 	<ul style="list-style-type: none"> • Giving Back to our Community • Noise Management • Vector Control
Shareholders and investors	<ul style="list-style-type: none"> • Economic performance • Corporate governance • Anti-corruption 	<ul style="list-style-type: none"> • Annual Reports • Investor relations management • Annual General Meeting 	<ul style="list-style-type: none"> • FY2018 Annual Report • Anti-corruption

REPORTING PRACTICE

This sustainability report is produced in accordance to the GRI standards “Core” option covering our Group’s performance from 1 January 2018 to 31 December 2018.

The GRI standards represent the global best practices for reporting on economic, environmental and social topics.

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

Under Practice Note 7.6 and GRI guidelines, external assurance is not mandatory in the process of sustainability reporting. The Sustainability Task Force has assessed that external assurance is not required as the Group wishes to strengthen the sustainability reporting framework for this year.

This report supplements the Group’s FY 2018 Annual Report and is available online at: <http://www.weehur.com.sg/>. Detailed section reference with GRI Standards is found at GRI Index page.

Wee Hur’s material topics are identified based on their impacts on our internal and external stakeholders, as outlined in the Stakeholder Engagement section.


Applicable Segments				
Material Topics	Property Development	Construction	Investment Property	Group-Level
ECONOMIC				
Indirect Economic Impacts		•		
Anti-corruption				•
ENVIRONMENTAL				
Materials	•	•		
Energy	•	•	•	
Emission	•	•	•	
Water	•	•	•	
Effluents and Waste	•	•	•	
Environmental Compliance		•		
Supplier Environment Assessment		•		
SOCIAL				
Employment				•
Occupational Health and Safety		•		
Training and Education				•
Diversity and Equal Opportunity				•
Local Communities				•
Supplier Social Assessment		•		
Customer Health and Safety	•		•	
Customer Privacy				•
Socioeconomic Compliance		•		

PROPERTY DEVELOPMENT


At Wee Hur, we are committed to be a responsible partner in the communities we operate in by ensuring safe, efficient and environmentally friendly processes. Our overarching commitment towards sustainability include:

- Compliance with regulatory requirements/guidelines
- 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 are committed to develop green and sustainable properties that are safe for its occupants. We strictly comply with local environmental regulations to ensure that our buildings have minimal impacts on the surrounding environment and community. Our buildings are designed in accordance to 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

We strictly comply with applicable environmental and social regulations and review our initiatives annually to continuously improve on our process and measures.

Energy, Emissions and Water Management (GRI 302-5, 303-3, 305-5)

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

Energy Management	<ul style="list-style-type: none"> • 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
Water Management	<ul style="list-style-type: none"> • Water efficient fittings having Public Utilities Board (“PUB”) Water Efficiency Labelling Scheme (“WELS”) “Very Good” (2 ticks) rating or better

Waste Management (GRI 306-1, 306-2)

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

Key elements of the waste management plan include:

- Besides co-mingled recycling bins, organics recycling collection points have been introduced to enable occupants and retail tenants to consolidate food wastes more efficiently
- Cardboard recycling points are introduced to retail tenancies
- Education of occupants on segregation of garbage and recyclable materials or food waste
- Engaging a competent cleaning company 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 occupants

PROPERTY DEVELOPMENT

Use of Eco-friendly Building Materials (GRI 301-2)

We endeavour to use environmentally friendly materials whenever possible, such as taking the extra step to source for timber and composite timber products from a combination of post-consumer re-used timber; or Forest Stewardship Council certified timber.

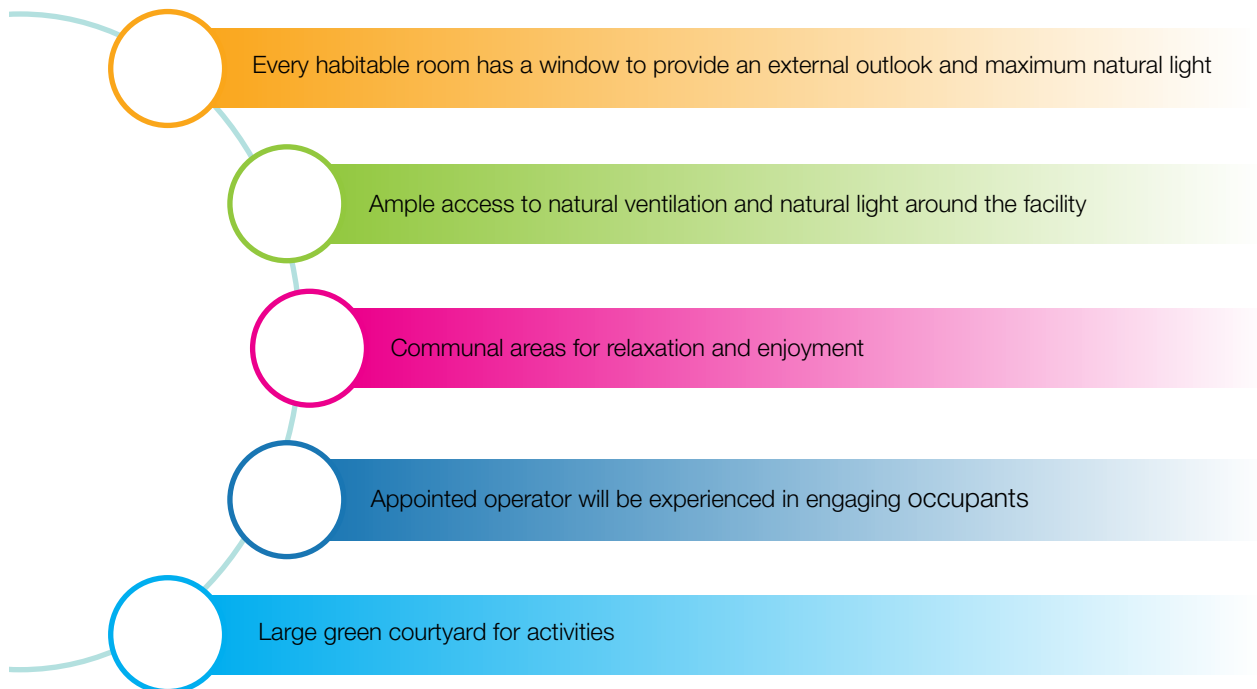
Design for Safety (GRI 416-1)

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

Well-being	<ul style="list-style-type: none"> • Development of adjacent park with lush greenery and facilities for occupants
Health and Safety	<ul style="list-style-type: none"> • 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

Sustainable Accommodations (GRI 203-1, 416-1)

We prioritise the well-being of our occupants. Some of the initiatives that we have taken to enhance well-being of our occupants include:



PROPERTY DEVELOPMENT

Local Property Development



Mega@Woodlands



Parc Botannia

Mega@Woodlands, 8-storey multiple-user clean, light and general industrial development comprising (512 units) with 2 canteens, clinic, minimart, and other ancillary facilities. Temporary Occupation Permit has been obtained in January 2018.

Parc Botannia, a condominium development comprising 735 units. We have completed the property design stage and is currently under construction. Expected date of vacant possession is 2021.

Overseas Property Development



Park Central One



Park Central


Park Central One, a residential development comprising 168 apartment units with commercial spaces at ground floor. We have completed the property design stage and target to commence construction in 2019.

Park Central, a mixed development comprising mainly residential units and sizable commercial spaces. We are currently exploring suitable development options for the land parcel and expect to conclude a suitable development option by 2019.

PROPERTY DEVELOPMENT

Our PBSA Portfolio

The Group has acquired five land parcels for PBSA which will bring us a total of approximately 4,540-bed PBSA. These 5 land parcels are at different stages of development and are expected to be fully operational by 2022.



1st PBSA: Unilodge Park Central, Brisbane
1,578-bed PBSA across two buildings. Both buildings are fully operational in January 2019.



2nd PBSA: Unilodge City Gardens, Adelaide
Construction work for this 772-bed PBSA is expected to complete in second quarter 2019 and begin operations for second semester 2019.



3rd PBSA: A'Beckett Street, Melbourne
We have completed the design for this 889-bed PBSA development.
Construction work is targeted to begin in third quarter of 2019 and expected to complete in fourth quarter of 2021.



4th PBSA: Gibbons Street, Sydney
This 488-bed PBSA is at design stage in 2019 and construction work is targeted to begin in fourth quarter 2019 and expected to complete in second quarter 2021.



5th PBSA: Waymouth Street, Adelaide
Construction work for this 813-bed PBSA has commenced in April 2019 and expected to complete in fourth quarter 2020.

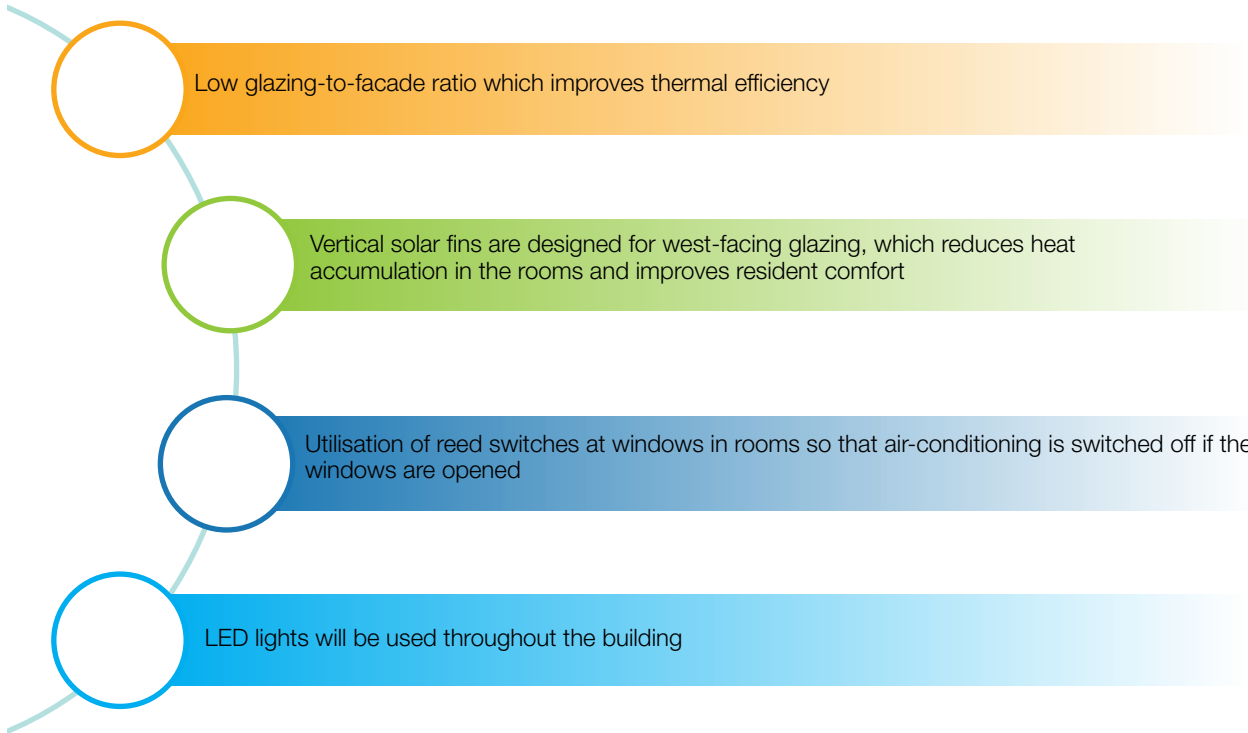
Supporting Green Transport

In support of Adelaide City Council's target to double number of people cycling in the city by 2022, we have set aside adequate bicycle parking spaces for our occupants in the 2nd PBSA, Unilodge City Garden's design.

PROPERTY DEVELOPMENT

Energy, Emissions and Water Management (GRI 302-5, 303-3, 305-5)

We have incorporated energy and water management initiatives in our PBSA building designs.



By selecting efficient water fittings and water management measures incorporated in the design, the predicted water consumption fares better than the average residential water consumption rates.

Equipment	Average House		PBSA		
	Flow Rate (litres/minute)	Daily Consumption (litres)	WELS	Flow Rate (litres/minute)	Daily Consumption (litres)
Taps	9.0	48	5-star	6.0	32
Water Closets	8.0	48	4-star	3.5	21
Showers	15.0	135	3-star	9.0	81
Total		231			134

CONSTRUCTION

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.

- 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

Energy, Emissions and Water Management (GRI 302-1, 302-3, 302-4, 303-1, 303-3, 305-2, 305-4, 305-5)

Electricity and water metres are installed at every project site to track and monitor our electricity and water usage. The Group is committed to educate our employees and workers on good environmental practices.

Water is recycled and reused at project sites to wash vehicles exiting construction site. Water reducers are fitted at taps to reduce water usage, and regular on-site checks are conducted at all water outlets to ensure that there are no water leakages.

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.

Current Projects



Parc Botannia



St. John's - St. Margaret's Church

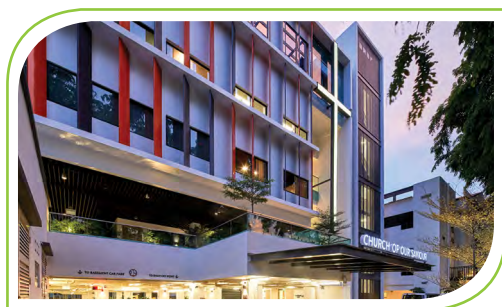


Workshop, Car Showroom and Ancillary Office



Poultry Farm

Projects completed in 2018



Church of Our Saviour



PUB WaterHub

CONSTRUCTION

In FY2018, the Church of Our Saviour project was completed with total gross floor area of 5,693 m², and the Waterhub project was completed with total gross floor area of 5,979 m².

Aspect	Project	Target ('000)	Actual ('000)	Intensity Ratio (per m ²)
Energy (kWh)	Church of Our Saviour	46.74	38.92	6.84
	PUB Waterhub	39.90	45.17	7.55
CO2 (kg)	Church of Our Saviour	33.1	27.5	4.8
	PUB Waterhub	28.2	31.9	5.3
Water (litres)	Church of Our Saviour	6,365	4,694	824.5
	PUB Waterhub	3,648	716	119.7

We will continue to monitor and manage our energy and water consumption to reduce our carbon and water footprint.

Waste Management (GRI 306-1, 306-2)

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	<ul style="list-style-type: none"> Pre-cast elements are utilised to reduce usage of timber formwork.
Recycling of waste	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> The use of construction materials which have obtained Green Labels from the Singapore Environment Council are prioritised.
Establish policies for our subcontractors	<ul style="list-style-type: none"> We ensure that our subcontractors segregate waste for different materials on site such as hardcore waste, metal waste, general construction waste and food waste.

We have maintained a low waste level of concrete and rebar waste for our completed projects in FY2018.

Type of Waste	Project	Target Consumption	Actual Consumption
General and Hardcore Waste (\$)	Church of Our Saviour	23,271	27,479
	PUB Waterhub	14,136	45,187
Concrete Waste (%)	Church of Our Saviour	2%	1.28%
	PUB Waterhub	1.5%	1.14%
Rebar Waste (%)	Church of Our Saviour	2%	1.21%
	PUB Waterhub	1%	0.98%

We will continue with our waste management efforts and reduce the general and hardcore waste generated during construction.

CONSTRUCTION

Public Safety (GRI 413-1)

We are aware that construction sites can be dangerous for the public, and we take full responsibility and precaution towards ensuring public safety. We strictly comply 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 proper constructed hoardings. Access to construction site is restricted with biometric access at security post, and we have security guards manning the site to prevent unauthorised entry. Where construction works are near the site boundary, overhead catch platforms and shelters above hoarding are provided to ensure public safety.

Noise Management (GRI 413-1)

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

Vector Control (GRI 413-1)

Vector control plans are implemented at every construction site to prevent mosquito breeding. National Environment Agency (“NEA”) officers are invited to give talks during our annual campaign to eradicate mosquito breeding. The worksites are divided into different zones, with personnel in-charge assigned for each zone to monitor and take action to prevent any forms of mosquito breeding.

We have also implemented cross-checking of sites for mosquito breeding to remain vigilant. External pest control companies are also engaged to carry out checks and regular insecticide spray to control mosquito breeding.

We take a serious view on mosquito breeding as it might lead to a health hazard for our workers like dengue fever. Three instances of mosquito breeding were discovered at our project sites in FY2018.

Innovation and Excellence (GRI 203-2)

We adopted the use of biometric authentication system for our PUB Waterhub project. The system allows capturing of entry and exit of personnel at the worksite automatically using biometric authentication, thereby increasing security and reducing the need for manual recording and compilation of reports.

In FY2018, we embarked on the use of a web-based mobile application to manage our Permit to Work system, as well as to manage site safety inspections and corrective actions. This replaces the traditional paper-based system and allows the safety team to perform more efficiently and productively in their work. We have selected the system vendor and are in the process of finalising the details of our requirements. We expect the system to roll out in the first quarter of FY2019.

CONSTRUCTION

Workplace Health and Safety (GRI 403-1, 403-3, 403-4)

Wee Hur has a risk management plan in place for our construction sites to identify, analyse and management 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 health and safety of employees is our number one priority

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

A safety committee team ("**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 Safety Committee 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.

We also conduct twice weekly mass exercise and safety talk 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.

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. Our Group abides by Ministry of Manpower ("**MOM**") regulations regarding the reporting requirements for work related incidents. In FY2018, there were four reportable incidents at our construction sites.

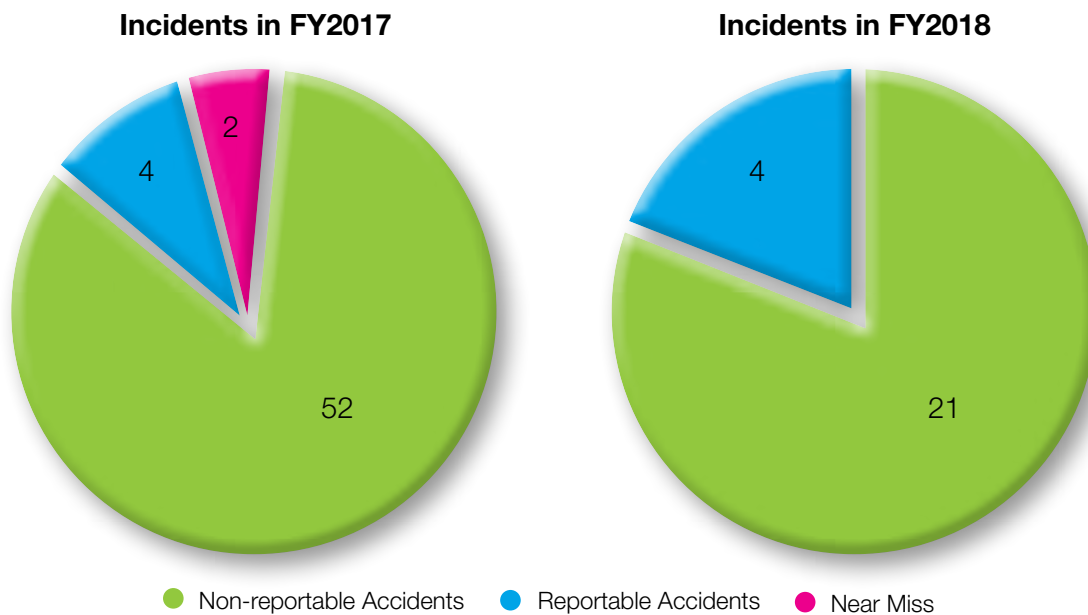
Our health and safety performance have significantly improved as compared to FY2017. We have seen a reduced number of incidents, zero fatalities and no stop-work days in FY2018.

Description	2015	2016	2017	2018
Number of fatalities	0	1	0	0
Number of occupational diseases	0	0	0	0
Total number of stop-work days	6	61	0	0

CONSTRUCTION

To promote safety awareness, we have started the monthly evaluation of site safety performance. Safety Committee 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 place more emphasis on safety, and areas for improvement will be highlighted.

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



As a result of our safety measures, safety performance has vastly improved, as evident from the reduction in near miss and non-reportable incidents.

Managing our Suppliers (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. Above and beyond, we comply with the ISO 14001 Environmental Management Standards and assess our suppliers and subcontractors based on their environmental and social obligations.

Fines or Penalty (GRI 307-1, 308-2, 414-2, 419-1)

Wee Hur received fines of \$32,300 in FY2018. We have an overall monitoring structure to ensure that corrective actions have been implemented to effectively reduce future occurrences.

INVESTMENT PROPERTY

Wee Hur is committed to achieve the following goals in our investment properties:

- Compliance with regulatory requirements/guidelines
- Conducting energy and water conservation education programmes
- Waste management initiatives
- Ensuring resident health and safety

Energy and Water Management (GRI 302-1, 302-3, 302-4, 303-1, 303-3, 305-2, 305-4, 305-5)

We have established an energy conservation programme at our investment property and we educate and inculcate energy and water conservation habits in our occupants.

Waste Management (GRI 306-1, 306-2)

The sewage and sanitary drainage system are designed and operated in compliance with requirements and provisions of the Sewerage and Drainage Act.

Occupant Health and Safety (GRI 416-1)

Wee Hur places a lot of emphasis on occupants’ health and safety. As such, we have a wide range of safety measures ranging from pest control to risk assessment. Our Group also complies with the applicable legal and regulatory requirements.



The Group strictly complies with all applicable environmental and social regulations and we will continue to review our initiatives annually to continuously improve on our measures and practices.

Our completed investment properties include **Tuas View Dormitory** and our **1st PBSA, Unilodge Park Central, Brisbane**.



Tuas View Dormitory



Unilodge Park Central, Brisbane

INVESTMENT PROPERTY

Tuas View Dormitory

Tuas View Dormitory is one of the largest workers' dormitory in Singapore with a capacity of 16,800 beds. This workers' 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.

Catering to the need for rest and recreation, there is an indoor recreational/multi-purpose room, reading rooms and TV rooms as well as two indoor gymnasiums and at least two outdoor game courts. Besides, there are also commercial amenities such as minimarts, a canteen and other retail shops to provide greater convenience to the occupants.

Energy, Emissions and Water Management (GRI 302-1, 302-3, 302-5, 303-1, 305-2, 305-4, 305-5)

The energy and water consumption increased in FY2018 as compared to FY2017, as there was an increase in the number of occupants. As a result, the intensity ratio of consumption per occupant decreased despite the increase in consumption.

	Actual Consumption ('000)		Intensity Ratio (per occupant)	
	2017	2018	2017	2018
Energy (kWh)	6,014	6,087	0.48	0.44
CO2 (kg)	4,476	4,304	0.36	0.31
Water (litres)	994,609	1,065,618.5	79.28	77.19

This attests to the effectiveness of our energy and water management, and we will continue our efforts to minimise consumption.

Waste Management (GRI 306-1, 306-2)

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.

Occupant Health and Safety (GRI 416-1)

Induction programmes are conducted for occupants during check-in to inform them of the safety rules and regulations. Posters for safety and health awareness have also been placed around the residential area for tenants in different languages to educate them of safety precautions. Regulatory bodies such as the Singapore Police Force, NEA and MOM are invited to conduct roadshows to engage with the occupants to educate on safety and legal obligations in Singapore.

Wee Hur takes a firm stand towards complying with legal and regulatory requirements and 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.

PBSA

Our 1st PBSA, Unilodge Park Central, Brisbane has been in full operations since the beginning of 2019, and we are accumulating the environmental data which will be reported in FY2019 Sustainability Report.

OUR PEOPLE, OUR ASSETS

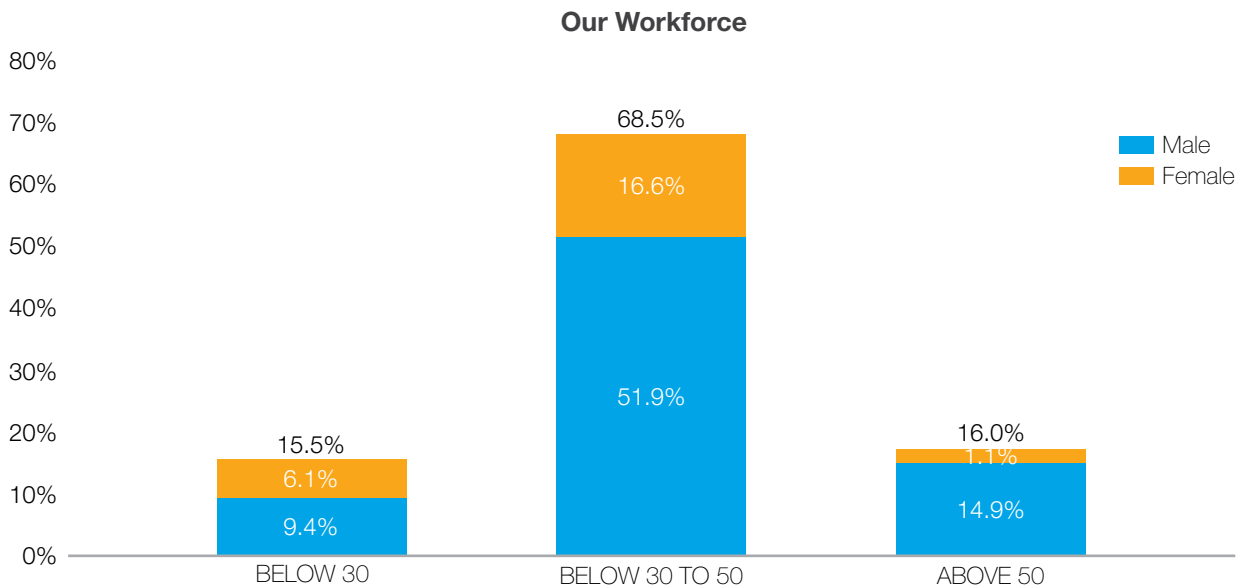
Our employees are our greatest assets and are key resources to the long-term viability of our business. Our key principles as a responsible employer include:

- Compliance with regulatory requirements/guidelines
- Empowerment of our employees
- Promotion of work-life balance
- Ensure employees' well-being and all-round development
- Upgrade employees' skills capabilities and ensure relevancy
- Value diversity in our workforce
- Provision of competitive remuneration packages

Employee Diversity (GRI 401-1, 405-1)

Wee Hur values diversity. We have employees 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.



In FY2018, our total employees strength stood at 181 employees, with a new hire rate of 30.1% and turnover rate of 28.2%.

Employee Benefits (GRI 401-2, 401-3)

All employees of Wee Hur, including both permanent and causal workers are treated fairly and are entitled to a range of additional benefits.

Healthcare	Disability and Invalidity Coverage	Parental Leave	Others
<ul style="list-style-type: none"> • Employees 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"> • Employees will be covered under Personal Accident Insurance and Work Injury Insurance. 	<ul style="list-style-type: none"> • Eligible employee is 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"> • Employees 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 employees and family members

OUR PEOPLE, OUR ASSETS

By engaging employees, there will be more intra and inter-department interaction, as well as between employees and management. The Group has also rolled out initiatives like meals and sports allowances to promote cohesiveness amongst employees and to promote active and healthy lifestyles. With these initiatives, the Group ensures the employees' well-being and all-round personal development. Employees 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.

Wee Hur supports the government's pro-family policies and follows MOM regulations with regards to parental leave. In FY2018, 10 employees were entitled to 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 employees.

Employee Development (GRI 404-1, 404-2,404-3)

1024.5 hours
Total hours of employees training

Wee Hur understands that employees are the foundation of our Group and strives to improve and develop our employees to their fullest potential.

5.6 hours
Average hours of training for employees

The Group sends employees for seminars/training to keep them abreast with latest technology, knowledge and work skills. Moreover, Wee Hur invests to upgrade our employees' skills capability and increase work productivity.

Wee Hur rewards good work performance by offering competitive remuneration packages. Employees' 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.

Moreover, our compensation packages are benchmarked against the market rate and aligned with our Group's salary guide. Thus, this ensures our competitiveness in attracting talent which we believe is the key to our sustained growth.

Wee Hur recognises that our older employees bring with them a wealth of experience and we retain these employees if they choose to continue with the Group.

Giving Back to our Community (GRI 413-1)



Community building is a key focus of the Group's sustainability strategy. It has built very 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.

This year, we have successfully awarded the Wee Hur Scholarship to one Year 3 student in the BSc (Project and Facilities Management) Programme, National University of Singapore. This scholarship is an endowed gift of \$150,000 which provides an impetus for students to excel academically, support its mission to advance knowledge, foster innovation and nurture talented leaders of the future.

OUR PEOPLE, OUR ASSETS

We also give monetary and other donations to charitable organisations and tertiary institutions, such as the following:

- Sengkang West Citizens' Consultative Committee Community Development & Welfare Fund– Distribute groceries to 300 needy residents
- The New Charis Mission – Organise Unlabelled Run 2018 in support of ex-offenders turning over a new leaf
- Singapore Polytechnic – Sponsor book prizes for students in recognition of their outstanding academic performances
- ARC Children Centre – Donation to needy children with cancer and life-threatening illnesses, Annual Christmas Party and ARC Charity Gala Lunch
- Dyslexia Association of Singapore (“**DAS**”) – DAS Charity Golf and Dinner 2018
- Ren Ci Hospital – Ren Ci Vegetarian Food Fiesta
- Tian Yun Beijing Opera Society – In support of their effort to promote the art of Beijing Opera
- Singapore Contractors Association Ltd – Lu Ban Fund
- PCS Education Foundation

Customer Privacy and Data (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 FY2018.

SGX FIVE PRIMARY COMPONENTS INDEX

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> Group, Property Development, Construction, Investment Property, Our People, Our Assets Stakeholder Engagement
2	Policies, Practices and Performance	<ul style="list-style-type: none"> Chairman's Message Wee Hur's Sustainability Story Property Development, Construction, Investment Property, Our People, Our Assets
3	Board Statement	Governance and Statement of the Board
4	Targets	Wee Hur's Sustainability Story
5	Framework	Reporting Practice

GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosure Content	Section Reference
102-8	Information on employees and other workers	Employee Diversity
102-11	Precautionary principle or approach	Governance and Statement of the Board
102-14	Statement from senior decision-maker	Chairman's Message
102-15	Key impacts, risks, and opportunities	Chairman's Message, Wee Hur's Sustainability Story
102-16	Values, principles, standards, and norms of behaviour	Ethics and Integrity
102-17	Mechanisms for advice and concerns about ethics	Ethics and Integrity
102-18	Governance structure	Governance and Statement of the Board
102-40	List of stakeholder groups	Stakeholder Engagement
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
102-46	Defining report content and topic boundaries	Reporting Practice
203-1	Infrastructure investments and services supported	Sustainable Accommodation
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
301-2	Recycled input materials used	Use of Eco-friendly Building Materials
302-1	Energy consumption within the organisation	Energy, Emissions and Water Management
302-3	Energy intensity	Energy, Emissions and Water Management
302-4	Reduction of energy consumption	Energy, Emissions and Water Management

GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosure Content	Section Reference
302-5	Reductions in energy requirements of products and services	Energy, Emissions and Water Management
303-1	Water withdrawal by source	Energy, Emissions and Water Management
303-3	Water recycled and reused	Energy, Emissions and Water Management
305-2	Energy Indirect Greenhouse Gas Emissions (Scope 2)	Energy, Emissions and Water Management
305-4	Greenhouse Gas Emissions Intensity	Energy, Emissions and Water Management
305-5	Reductions in GHG Emissions	Energy, Emissions and Water Management
306-1	Total water discharged by quality and destination	Waste Management
306-2	Waste by type and disposal method	Waste Management
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fines or Penalty
308-1	Percentage of new suppliers that were screened using environmental criteria	Managing our Suppliers
401-1	New employee hires and employee turnover	Employee Diversity
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Employee Benefits
401-3	Parental leave	Employee Benefits
403-1	Formal joint management-worker health and safety committee	Workplace Health and Safety
403-3	Workers with high incidence or high risk of diseases related to her occupation	Workplace Health and Safety
403-4	Health and safety topics covered in formal agreements with trade union	Workplace Health and Safety
404-1	Average hours of training per year per employee	Employee Development
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development
404-3	Regular performance and career development review	Employee Development
405-1	Diversity of governance bodies and employees	Employee Diversity
413-1	Operations with local community engagement, impact assessments, and development programs	Public Safety Noise Management Vector Control Giving Back to our Community
414-1	New suppliers screened	Managing our Suppliers
416-1	Assessment of the health and safety impacts of product and service categories	Design for Safety Occupant Health and Safety Safety Sustainable Accommodations
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy and Data
419-1	Non-compliance with laws and regulations in the social and economic area	Fines or Penalty



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