



SUSTAINABILITY  
REPORT 2017

## Our VISION

To be one of the leading providers of reliable and quality construction services and to enlarge our presence in the real estate market in Singapore and beyond.

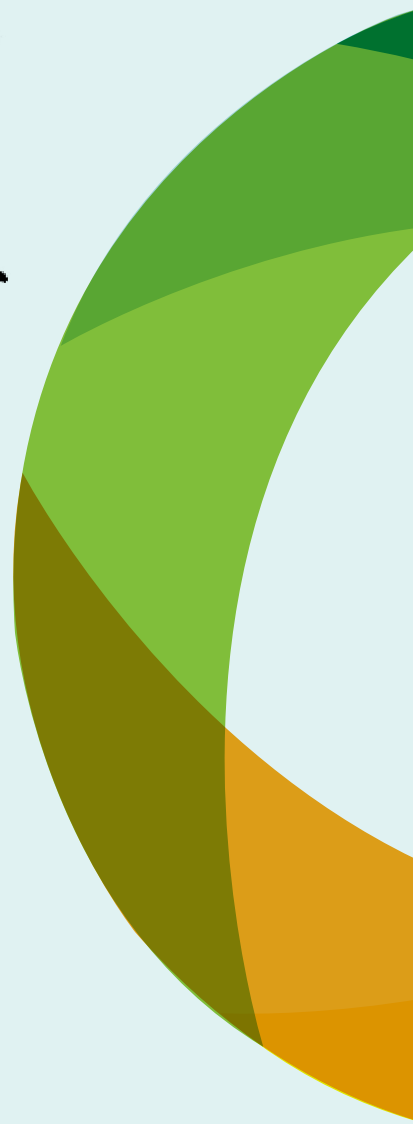
## Our MISSION

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

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# CHAIRMAN'S MESSAGE



## Dear Stakeholders,

Welcome to Wee Hur's 2017 Sustainability Report. We are pleased to share with you our progress in the journey of sustainability for this year.

In 2017, we have continued to leverage on technology to improve productivity at our construction sites. Our Wee Hur Table Formwork system and Wee Hur Crane-lifted Wall Formwork system were both assessed by Building and Construction Authority (BCA) and awarded Productivity Band 2, validating the high productivity achieved using our formwork system. We have embarked on the use of Prefabricated Prefinished Volumetric Construction (PPVC) and prefabricated bathroom unit methods of construction, thereby further improving the level of productivity at our construction sites. We are amongst the first few players in Singapore to undertake a PPVC project, which will give us a competitive edge as the industry shifts towards using PPVC.

Our strong commitment towards improving our environmental performance are reflected in our accolades for 2017. We have been awarded the BCA Green Mark Award (Gold) for Mega@Woodlands and BCA Green and Gracious Builder Award (2017) for our efforts on environmental protection in all phases of our projects.

Our health and safety performance has also significantly improved since 2016. We have seen a reduced number of incidents, zero fatalities and no stop-work days in 2017.

This is also the first year that we have established the Wee Hur Scholarship amounting up to S\$150,000, to nurture leaders of the future. Beyond monetary donations, we also work regularly with various charities to organise and participate in events to give back to the community through our actions.

We are thankful for the strong support given by our key stakeholders and we shall maintain our strong relationships and address material issues relevant to them.

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

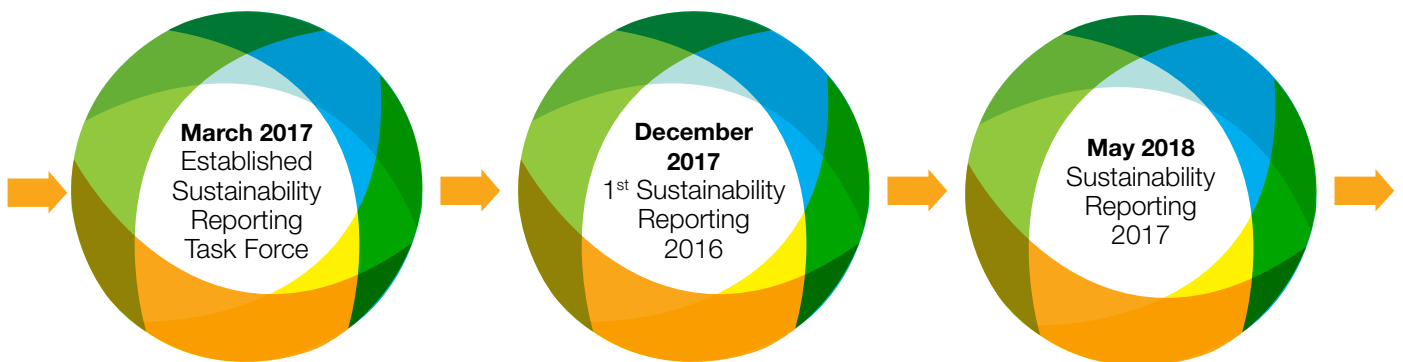
At Wee Hur, we are committed to incorporate and improve sustainability practices throughout our organisation.

## At the Forefront

A dedicated task force comprising key management personnel has been established to spearhead sustainable initiatives throughout our organisation. The Sustainability Task Force meets regularly to plan and review the progress of Wee Hur's sustainability initiatives.

## Milestone Achievements

We have implemented a framework for regular reporting of sustainability matters and data collection process. Our 2017 sustainability report is made available to our stakeholders in May 2018.



## 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. Our Wee Hur PBSA Master Trust commenced its operation in 2017 and we are closer to our plan to develop and grow our targeted 5,000 Purpose-Built Student Accommodation (PBSA) beds in major cities of Australia. To date, the total number of PBSAs beds in the pipeline stands at approximately 3,250.

For environmental topics, we shall continue to maintain and uphold our energy saving standards and performances in dormitory and investment properties. We continue to adopt innovative technologies within the next few years with the aim to improve productivity and reduce our environmental footprint.

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. We also aim for zero fatality and injuries to provide even higher occupational health and safety environment. Our suppliers will also be subject to more robust assessment in respect of their socioeconomic compliance and environmental practices.

# WEE HUR's SUSTAINABILITY STORY

## Noteworthy Awards



### 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.

Listed by **Brand Finance** to be among Top 100 Singapore Brands

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



- **Forbes Asia's 200 Best under a Billion** for 2013, 2015.
- **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 **two 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.
- **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 plays an integral role in the company'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. Our employees are educated on whistle-blowing policy to facilitate the reporting of suspected case of conduct against our Group values and ethics.

## Interested Person Transactions

The Company has set out procedures governing all interested person transactions to ensure that they are carried out on an arm's length basis, on normal commercial terms and will not be prejudicial to the interests of the Company and its shareholders.

Please refer to the disclosure according to the Rule 907 of the SGX-ST Listing Manual in respect of interested person transactions for the financial year 2017 stated in the Annual Report.

## Dealing in Securities

The Company has adopted an internal code which prohibits dealings in the securities of the Company by Directors and Officers of the Group while in possession of price-sensitive information. Under this code, the Company, Directors and employees of the Group are not permitted to deal with the securities of the Company during the period beginning two weeks and one month before the announcement of the quarterly and annual results respectively, and ending on the date of the announcement. In addition, Directors and Officers are expected to observe insider trading laws at all times even when dealing in securities within the permitted trading period.

Directors and employees are also discouraged from dealing in the Company's securities on short-term consideration.

## Anti-corruption (GRI 205-1, 205-2)

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.

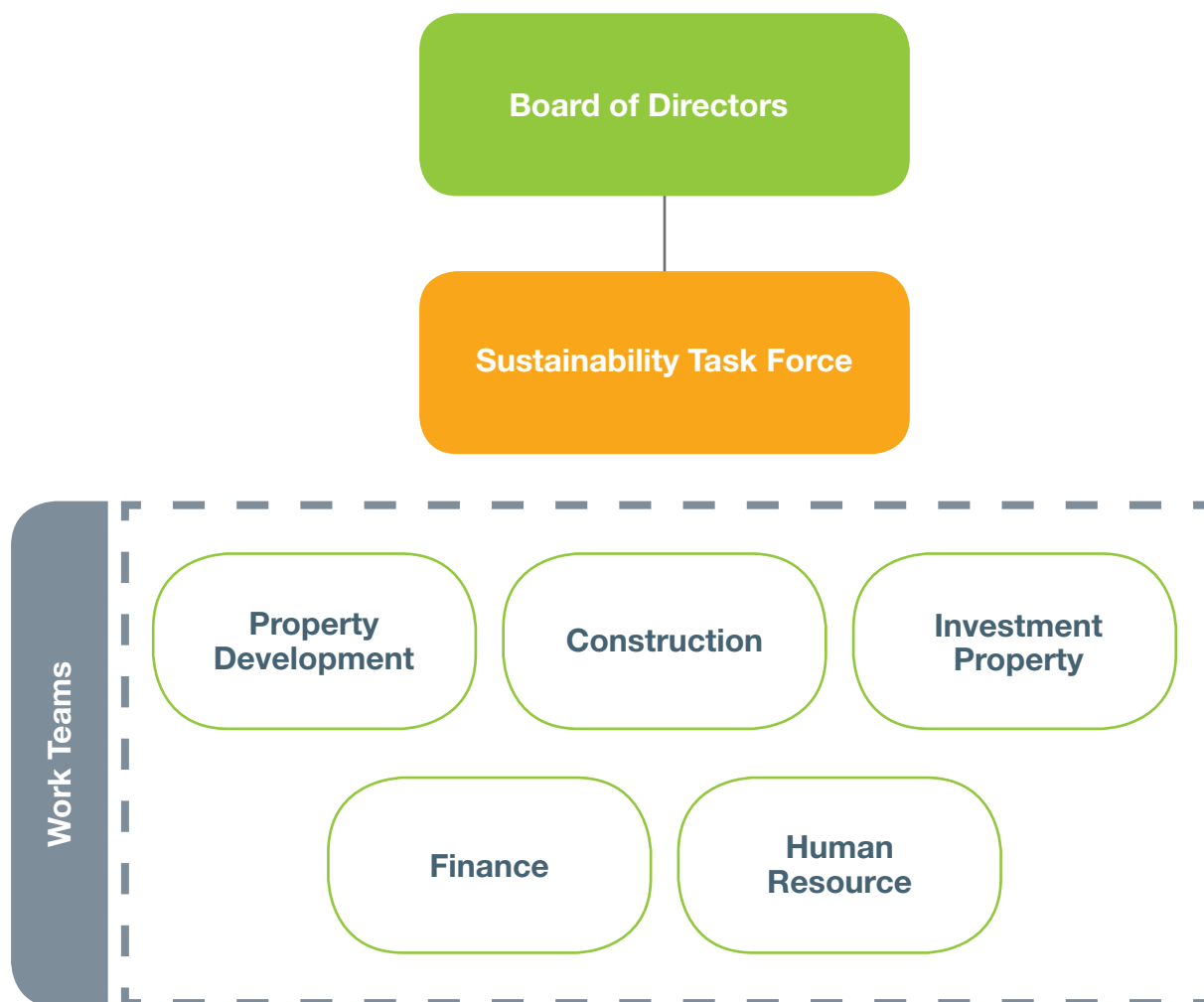
We adopt a zero-tolerance policy towards any forms of corruption and bribery in our business. The Company and employees have to observe and comply to the anti-bribery and anti-corruption legislations and regulations in the countries where we have business activities in.

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 activity. 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 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.

# GOVERNANCE AND STATEMENT OF THE BOARD

Wee Hur's 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 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 oversees the process to engage stakeholders and identify material topics. The Board has considered sustainability issues as part of our strategic formulation, approved the material environmental, social and economic topics identified and overseen that the factors identified are managed and monitored.

Please refer to the Corporate Governance Report in our Annual Report 2017 for more information.

# 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	Engagement Platforms	Issues of Concern	Read more in the following sections
Employees	<ul style="list-style-type: none"> <li>Open annual performance appraisal system to link performance with remuneration</li> <li>Trainings</li> </ul>	<ul style="list-style-type: none"> <li>Remuneration and benefits</li> <li>Trainings and development</li> <li>Ethics and conduct</li> </ul>	<ul style="list-style-type: none"> <li>Employee Benefits</li> <li>Training and Education</li> <li>Diversity in our Workforce</li> <li>Fair and Competitive Remuneration</li> </ul>
Suppliers and Subcontractors	<ul style="list-style-type: none"> <li>Updates from contractors on occurrence of accidents</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Environmental compliance</li> </ul>	<ul style="list-style-type: none"> <li>Managing our Suppliers</li> <li>Ensuring Workplace Health and Safety</li> <li>Injury and Incidents</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>Data privacy</li> </ul>	<ul style="list-style-type: none"> <li>Customer Privacy and Data</li> </ul>
Tenants	<ul style="list-style-type: none"> <li>Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>Quality of tenants' living conditions</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety</li> </ul>
Industrial organisations	<ul style="list-style-type: none"> <li>Annual Reports</li> <li>Conferences and Seminars</li> </ul>	<ul style="list-style-type: none"> <li>Bargaining power and supply chain sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Financial Assistance Received from Government</li> </ul>

*(Continue at following page)*



# STAKEHOLDER ENGAGEMENT

Stakeholders	Engagement platforms	Issues of Concern	Read more in the following sections
Governments and Regulators	<ul style="list-style-type: none"> <li>• SGX quarterly announcements</li> <li>• Annual Reports</li> <li>• Sustainability Reporting</li> <li>• Ongoing dialogues</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental compliance with National Environmental Agency (NEA)</li> <li>• Regulatory and Industrial requirements under Building and Construction Authority (BCA), Ministry of Manpower (MOM)</li> <li>• Building Code of Australia</li> <li>• Environmental compliance with ESD requirements (Ecologically Sustainable Development)</li> <li>• National Australian Built Environment Rating System (NABERS) Energy rating which is a building energy efficiency rating</li> <li>• Green Star Rating which is a rating issued by Green Building Council of Australia (GBCA) certifying that the environmental design and performance of the building for the purposes of the project achieves 5 stars</li> </ul>	<ul style="list-style-type: none"> <li>• Fines or Penalty</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Community services engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Social development</li> <li>• Noise Management</li> <li>• Vector controls</li> </ul>	<ul style="list-style-type: none"> <li>• Giving Back to our Community</li> <li>• Community Engagement</li> </ul>
Shareholders and investors	<ul style="list-style-type: none"> <li>• Annual Reports</li> <li>• Investor relations management</li> </ul>	<ul style="list-style-type: none"> <li>• Economic performance</li> <li>• Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>• Anti-corruption</li> <li>• Direct Economic Value Generated and Distributed</li> </ul>

# REPORTING PRACTICE

Our second sustainability report is produced in accordance to the GRI standards “Core” option covering our Group’s performance from 1 January 2017 to 31 December 2017.

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.

Wee Hur Sustainability Task Force reviews the option for external assurance of its sustainability report annually. The 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 Annual Report 2017 and is available online at: <http://www.weehur.com.sg/>. Detailed section reference with GRI Standards is found at GRI Standards Context Index page.

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

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

# FINANCIAL HIGHLIGHTS

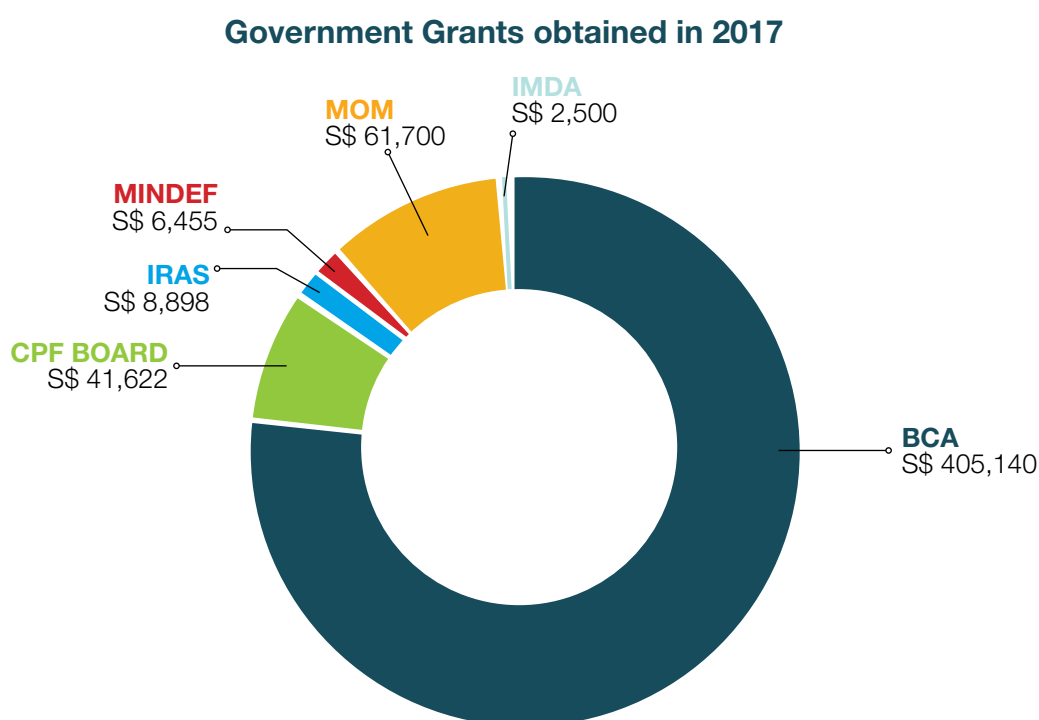
The financial health of our Group directly impacts our key stakeholders, including employees, customers, suppliers and investors. We continue to focus on being the best performing Group for our customers, while continuing to drive operational and financial improvements.

(S\$'000)	2017	2016
Revenue	160,352	164,251
Other income	6,161	4,851
<b>Total economic value generated (GRI 201-1)</b>	<b>166,513</b>	<b>169,102</b>
Operating costs	129,570	135,792
Employee wages and benefits	10,558	9,876
Payments to providers of capital	6,886	11,270
Payments to governments including royalties and taxes	6,988	7,011
Community investment	185	48
<b>Total economic value distributed (GRI 201-1)</b>	<b>154,187</b>	<b>163,997</b>
<b>Total economic value retained</b>	<b>12,326</b>	<b>5,105</b>

Please refer to our Annual Report 2017 for more information.

## Financial Assistance Received from Government (GRI 201-4)

We have tapped on S\$526,315 worth of grants and schemes for our organisation initiatives and projects in 2017.



# PROPERTY DEVELOPMENT

At Wee Hur, we are committed to being 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

## Feature Story: Parc Botannia, Singapore, condominium development

Parc Botannia has achieved Green Mark Gold Plus standard for its excellence in design.

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



<p>Energy Management</p>	<ul style="list-style-type: none"> <li>• Building orientation to reduce solar heating</li> <li>• Use of efficient glazing to achieve good thermal performance of building envelope</li> <li>• Energy efficient lighting design</li> <li>• Alternate circuit to lighting system at common areas to reduce energy consumption</li> <li>• Elevators are SS 550:2009 compliant with a variable voltage variable frequency system and regenerative power features</li> </ul>
<p>Water Management</p>	<ul style="list-style-type: none"> <li>• Water efficient fittings having Public Utilities Board (PUB) Water Efficiency Labelling Scheme (WELS) "Very Good" (2 ticks) rating or at least better</li> </ul>
<p>Well-being</p>	<ul style="list-style-type: none"> <li>• Development of adjacent park with lush greenery and facilities for residents</li> </ul>
<p>Health and Safety (GRI 416-1)</p>	<ul style="list-style-type: none"> <li>• Assessment of foreseeable design risks in our development and incorporate measures to reduce such risks</li> <li>• Creation of barrier-free design for people with disabilities</li> <li>• Implementation of traffic management measures</li> <li>• Cat ladders and safety hooks are provided to minimise risk of fall</li> <li>• Flooring materials are selected to minimise slip and fall</li> </ul>

# PROPERTY DEVELOPMENT

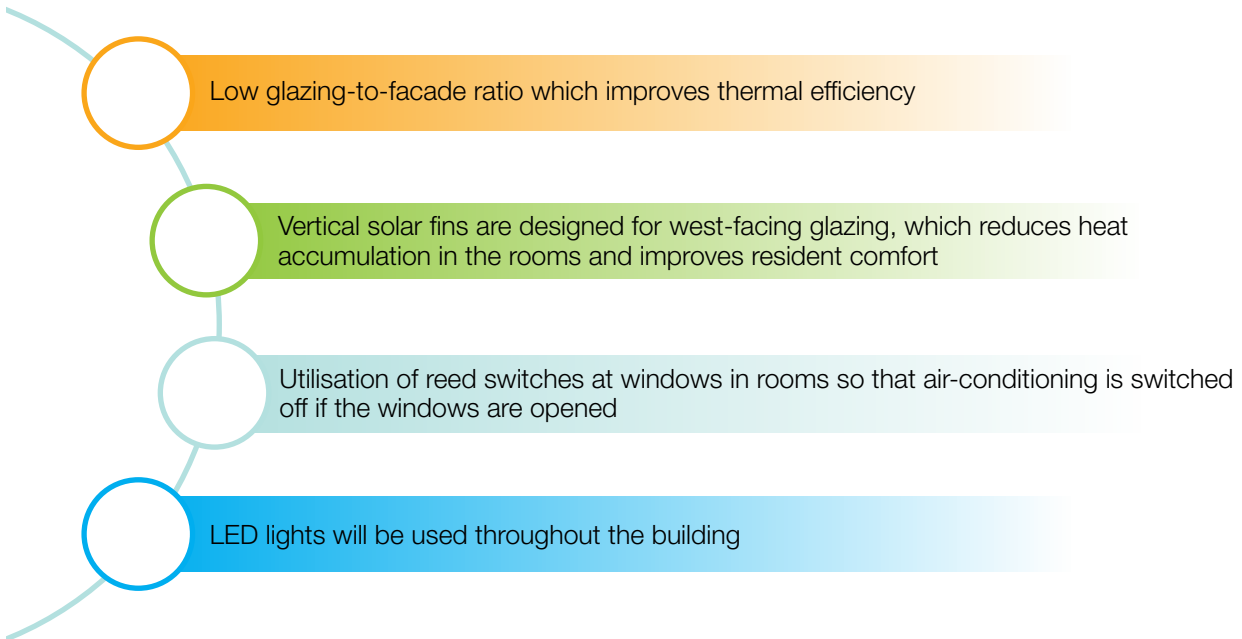
## Feature Story: Gray Street, Adelaide, PBSA

The building is designed in accordance to the Ecologically Sustainable Development (ESD) framework with the following key objectives in mind:



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

We have incorporated energy and water management initiatives in our design.



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		Gray Street, Adelaide, PBSA		
	Flow Rate (litres/minute)	Daily Consumption (litres)	Water Efficiency Labelling Scheme (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

# PROPERTY DEVELOPMENT

## 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 residents in the PBSA design.

## Health and Safety (GRI 416-1)

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

Every habitable room has a window to provide an external outlook and maximum natural light

Ample access to natural ventilation and natural light around the facility

Communal areas for relaxation and enjoyment

Appointed operator will be experienced in engaging residents

Large green courtyard for activities

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

A waste management consultant was 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 residents and retail tenants to consolidate food wastes more efficiently
- Cardboard recycling points are introduced to retail tenancies
- Education of residents 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 PBSA
- Locating bin chute rooms centrally to minimise likelihood of spillage and increase convenience to residents

# CONSTRUCTION

Our Quality, Environmental, Health and Safety (QEHS) 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

There were nine construction projects in 2017 and 1Q2018:

## New Projects Secured



Parc Botannia



WaterHub – Singapore Water Exchange



Workshop, Car Showroom and Ancillary Office



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

## Completed in 1Q2018



Mega@Woodlands

## Completed in 2017



Fernvale Riverwalk



Matilda Court



Church of Our Saviour



5-storey Warehouse

# CONSTRUCTION

## Energy 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. Regular on-site checks are also conducted at all water outlets to ensure no water leakages.

All our construction projects are equipped with Earth Control Measure (ECM) 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.

For our completed projects in 2017, we have consumed less energy and water when compared to our targets set on an overall basis. For Fernvale Riverwalk, higher consumption was recorded as there was a 4-month extension to the project completion date.

Material	Property Development	Target Consumption ('000)	Actual Consumption ('000)	Intensity Ratio (per m <sup>2</sup> )
Energy (kWh)	Fernvale Riverwalk	643	689	8.6
	Matilda Court	1,013	556	4.0
	5-storey Warehouse at Pioneer Road	957	821	11.5
CO2 (kg)	Fernvale Riverwalk	479	513	6.4
	Matilda Court	754	414	3.0
	5-storey Warehouse at Pioneer Road	712	611	8.5
Water (litres)	Fernvale Riverwalk	40,019	29,950	374.2
	Matilda Court	68,965	57,282	415.3
	5-storey Warehouse at Pioneer Road	57,343	26,106	364.2

## Innovation and Excellence (GRI 203-2)

Wee Hur is committed to leverage on technology to improve productivity at our construction sites.

In 2017, our Wee Hur Table Formwork system and Wee Hur Crane-lifted Wall Formwork system were both assessed by BCA and awarded Productivity Band 2 which validates the high productivity achieved using our formwork system.

In our Parc Botannia project, we have embarked on the use of Prefabricated Prefinished Volumetric Construction (PPVC) and prefabricated bathroom unit methods of construction, thereby further improving the productivity that can be achieved from the construction works, as most of the finishing works can be done off-site on the ground at the factory.

We have also adopted the use of biometric authentication system for our recent projects at PUB Waterhub, Eurokars and Parc Botannia. 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.



# CONSTRUCTION

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

Green practices adopted by the Group aims to ensure accountability in the use of materials to minimise wastage. Consumption of material and issuance of materials to subcontractors are tracked based on usage and location to ensure that materials are properly accounted for. To minimise the use of timber on site, both our certified Wee Hur Table Formwork system and Wee Hur Crane-lifted Wall Formwork system are fully constructed of steel, including use of steel plates for the formwork face in lieu of timber.

We ensure that our subcontractors segregate waste for different materials on site such as hard-core waste, metal waste, general construction waste and food waste. We work closely with disposal contractors to remove waste for proper disposal and processing.

We have maintained a low waste level for our completed projects in 2017.

Type of Waste	Property Development	Target Consumption ('000)	Actual Consumption ('000)
<b>General and Hardcore Waste (\$)</b>	Fernvale Riverwalk	101,557	127,384
	Matilda Court	155,036	140,202
	5-storey Warehouse at Pioneer Road	118,766	109,110
<b>Concrete Waste (%)</b>	Fernvale Riverwalk	2%	0.37%
	Matilda Court	2%	1.52%
	5-storey Warehouse at Pioneer Road	3%	1.39%
<b>Rebar Waste (%)</b>	Fernvale Riverwalk	2%	0.53%
	Matilda Court	2%	1.77%
	5-storey Warehouse at Pioneer Road	2%	2.35%

## Community Engagement

We proactively engage residents of any upcoming construction works in the vicinity and where possible, minimise the inconvenience to the residents. At our Fernvale Riverwalk project, we worked with the nearby secondary school to accommodate their schedule by not carrying out noisy works for any important periods such as school exams by not carrying out noisy works. 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

# CONSTRUCTION

Vector control plans are implemented at every construction site to prevent mosquito breeding. 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.

## **Managing our Suppliers** (GRI 308-1, 308-2, 414-1, 414-2)

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.

## **Ensuring Workplace Health and Safety** (GRI 403-1, 403-4)

The Group has implemented an Environment, Health and Safety (EHS) 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.

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.

## **Fines or Penalty** (GRI 307-1, 416-2, 419-1)

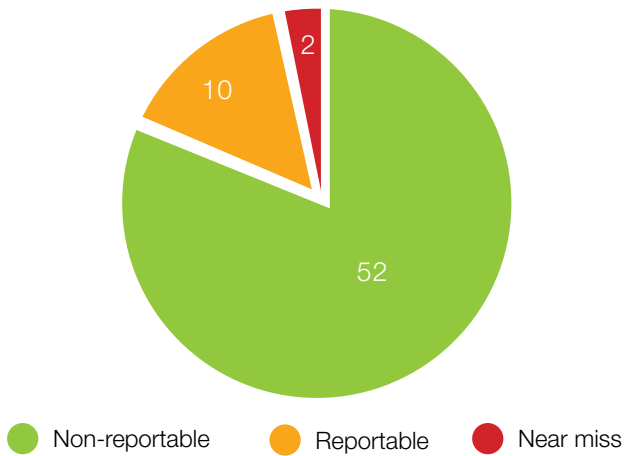
Wee Hur received fines of S\$23,129 in 2017 arising from isolated incidents of noise pollution and mosquito breeding.

We have since rectified the incidents and ensure that corrective actions have been implemented to effectively reduce future occurrences.

# CONSTRUCTION

## Injury and Incidents (GRI 403-2, 403-3)

Our health and safety performance has significantly improved since 2016. We have seen a reduced number of incidents, zero fatalities and zero stop-work days in 2017.



Description	2014	2015	2016	2017
Number of fatalities	0	0	1	0
Number of occupational diseases (GRI403-3)	0	0	0	0
Total number of stop-work days	6	6	61	0

There were 10 reportable incidents at our 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 accident happens. Our Group abides by the MOM regulations regarding the reporting requirements for work related accidents. For any incidents that occur at our sites, we have established a procedure to identify any the root causes and address them by implementing a corrective and preventive action plan.

# 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)

Environmental awareness posters and educational talks for our residents help to educate and inculcate energy-saving habits in our residents. Efforts of our energy conservation programme at Tuas View Dormitory has lowered energy and water consumption as compared to 2016.

	Actual Consumption ('000)		Intensity Ratio (per m <sup>2</sup> )	
	2016	2017	2016	2017
<b>Energy (kWh)</b>	6,424	6,014	76.4	71.5
<b>CO2 (kg)</b>	4,781	4,476	56.9	53.2
<b>Water (litres)</b>	1,024,511	994,609	12,182.6	11,827.1

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

Our waste management system 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.

## Health and Safety (GRI 416-1)

Wee Hur is committed to ensure high standards of health and safety for our residents.

Induction programmes are conducted for residents 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, National Environmental Agency, Ministry of Manpower are invited to conduct roadshows to engage with the residents 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 residents who display outstanding efforts in maintaining a hygienic premise.

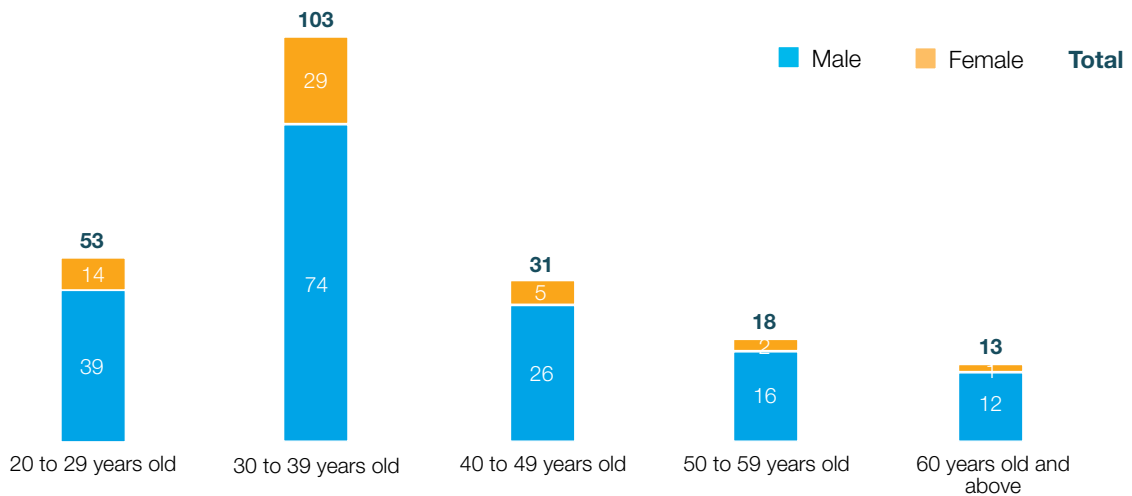


# OUR PEOPLE, OUR ASSETS

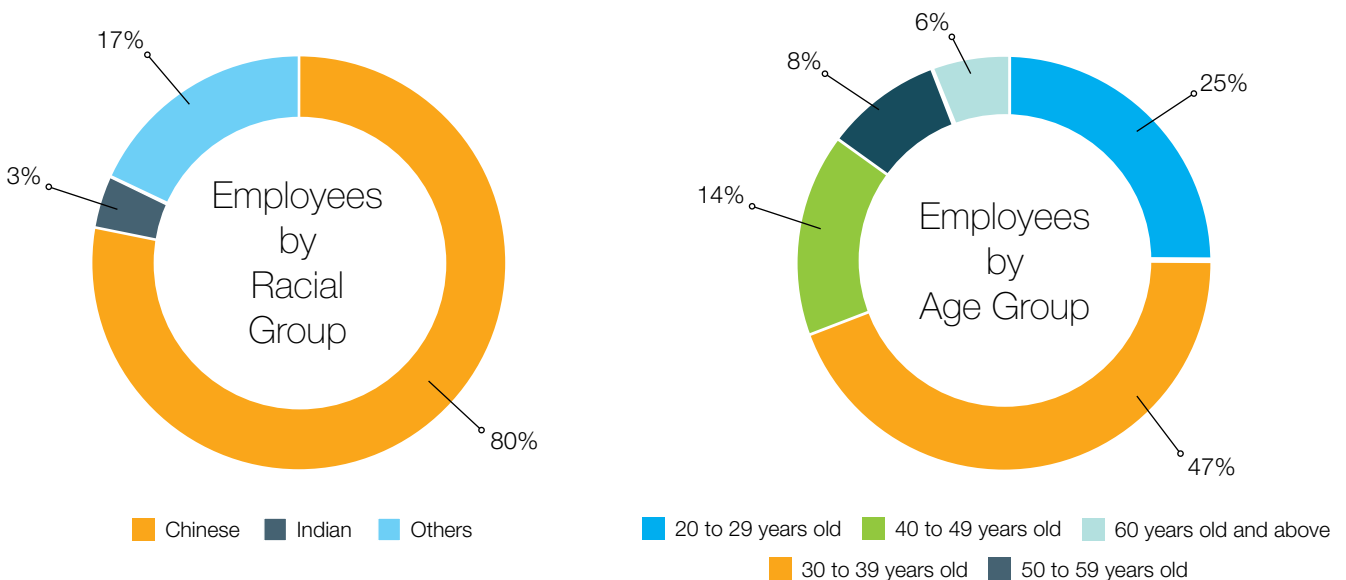
Our employees are our greatest assets and are key resources to the long-term viability of our business. Our key principles as a responsible employer include:

- 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

## Diversity in our Workforce (GRI 405-1)



Wee Hur employs 218 people in 2017. We have a diverse work force and we continuously cultivate interactions and understanding between the various groups of people.



New employee hires and employee turnover (GRI 401-1)	2016	2017
Number of new hires	35	45
Number of resigned staff	45	40

# OUR PEOPLE, OUR ASSETS

## Employee Benefits (GRI 401-2)

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

## Pro Family Policies (GRI 401-3)

Wee Hur supports the government's pro-family policies and follows MOM regulations with regards to parental leave. 68 employees are entitled to parental leave in 2017.

## Training and Education (GRI 404-1, 404-2,404-3)

All employees are encouraged to attend trainings to keep them abreast with latest technology, knowledge and work skills. Besides mandatory trainings, we have sent our staff for training on Building Information Modelling (BIM) which enables our staff to leverage on technology to improve productivity and work integration.

We have seen a notable increase in the number of employees who have attended training in 2017, as compared to 2016.



## Fair and Competitive Remuneration (GRI 405-2)

Wee Hur 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.

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.

# OUR PEOPLE, OUR ASSETS

## 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 established the Wee Hur Scholarship - an endowed gift of S\$150,000 to award at least one merit-based scholarship per academic year to Year Three students in the BSc (Project and Facilities Management) Programme, National University of Singapore. Our objective is to provide an impetus for students to excel academically, support its mission to advance knowledge, foster innovation and nurture talented leaders of the future.

In collaboration with Hope Centre, we kicked off this year's charity work to help children from low income families. Our initiative, named "Tables with Love", aimed to provide them with tables and chairs to allow them to have a conducive environment to study. We assembled these furniture from scratch and also purchased storybooks for these children so that they can develop the love for reading and learning. The experience was deeply rewarding and gratifying as we were able to participate in the children's learning journey.

We also have active participation from management and staff in a run event - Unlabelled Run 2017 organised by The New Charis Mission, in support of ex-offenders who had turned over a new leaf and return to society.

This Christmas, our CSR committee members took part in ARC Children Centre's annual Christmas party held for its beneficiaries, particularly children with cancer or other life-threatening illness. We helped to support the activities held on-site and engaged with the children. In addition, we also sponsored staff to participate in meaningful events such as OCBC Cycle.

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

- The New Charis Mission
- Ren Ci Charity Golf Tournament 2017 – Raised funds to help the needy and elderly patients of Ren Ci Hospital
- 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
- Handicap Welfare Association Annual Wheel or Jog 2017 cum Family Carnival
- UOB Heartbeat Run/Walk – support of their fund-raising programme
- Tian Yun Beijing Opera Society – In support of their effort to promote the art of Beijing Opera
- Yu Han Music Society – In support of their effort to promote the art of music
- 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 have been no reported breaches in 2017.

# SGX FIVE PRIMARY COMPONENTS INDEX

S/N	Primary Component	Section Reference
1	Material Topics	<ul style="list-style-type: none"> <li>Group, Property Development, Construction, Investment Property, Our People, Our Assets</li> <li>Stakeholder Engagement</li> </ul>
2	Policies, Practices and Performance	<ul style="list-style-type: none"> <li>Chairman's Message</li> <li>Wee Hur's Sustainability Story</li> <li>Financial Highlights, Property Development, Construction, Investment Property, Our People, Our Assets</li> </ul>
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
102-1	Name of the organisation	Annual Report 2017
102-2	Activities, brands, products, and services	Annual Report 2017
102-3	Location of headquarters	Annual Report 2017
102-4	Location of operations	Annual Report 2017
102-5	Ownership and legal form	Annual Report 2017
102-6	Markets served	Annual Report 2017
102-7	Scale of the organisation	Annual Report 2017
102-8	Information on employees and other workers	Annual Report 2017
102-9	Supply chain	Annual Report 2017
102-10	Significant changes to the organisation and its supply chain	Annual Report 2017
102-11	Precautionary principle or approach	Annual Report 2017
102-12	External initiatives	Annual Report 2017
102-13	Membership of associations	Annual Report 2017
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



# GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosure Content	Section Reference
201-1	Direct economic value generated and distributed	Financial Highlights
201-4	Financial assistance received from government	Financial Highlights
203-2	Significant Indirect economic impacts	Construction
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
302-1	Energy consumption within the organisation	Property Development, Construction, Investment Property
302-3	Energy intensity	Property Development, Construction, Investment Property
302-4	Reduction of energy consumption	Property Development, Construction, Investment Property
302-5	Reductions in energy requirements of products and services	Property Development
303-1	Water withdrawal by source	Property Development, Construction, Investment Property
303-3	Water recycled and reused	Property Development, Construction, Investment Property
305-2	Energy Indirect Greenhouse Gas Emissions (Scope 2)	Property Development, Construction, Investment Property
305-4	Greenhouse Gas Emissions Intensity	Property Development, Construction, Investment Property
305-5	Reductions in GHG Emissions	Property Development, Construction, Investment Property
306-1	Total water discharged by quality and destination	Property Development, Construction, Investment Property
306-2	Waste by type and disposal method	Property Development, Construction, Investment Property
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Construction
308-1	Percentage of new suppliers that were screened using environmental criteria	Construction
308-2	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Construction
401-1	New employee hires and employee turnover	Our People, Our Assets
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Our People, Our Assets

# GRI STANDARDS CONTENT INDEX

GRI Standards	Disclosure Content	Section Reference
401-3	Parental leave	Our People, Our Assets
403-1	Formal joint management-worker health and safety committee	Construction
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Construction
403-3	Workers with high incidence or high risk of diseases related to her occupation	Construction
403-4	Health and safety topics covered in formal agreements with trade union	Construction
404-1	Average hours of training per year per employee	Our People, Our Assets
404-2	Programs for upgrading employee skills and transition assistance programs	Our People, Our Assets
404-3	Regular performance and career development Review	Our People, Our Assets
405-1	Diversity of governance bodies and employees	Our People, Our Assets
405-2	Fair and competitive remuneration	Our People, Our Assets
413-1	Operations with local community engagement, impact assessments, and development programs	Our People, Our Assets
414-1	New suppliers screened	Construction
414-2	Negative social impacts in the supply chain and actions taken	Construction
416-1	Assessment of the health and safety impacts of product and service categories	Property Investment, Investment Property
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Construction
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our People, Our Assets
419-1	Non-compliance with laws and regulations in the social and economic area	Construction



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