

Sustainability Report 2021



*North Gaia
(artist impression)*



SING HOLDINGS LIMITED

CONTENTS

CORPORATE PROFILE	2
1. ABOUT THE REPORT	2
2. BOARD STATEMENT	3
3. SUPPLY CHAIN	4
4. LIST OF MEMBERSHIPS OF ASSOCIATIONS AND EXTERNAL INITIATIVES	4
5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT	4
5.1 Stakeholder Engagement	4
5.2 Materiality Assessment	7
6. GOVERNANCE FACTORS	
6.1 Economic Performance	8
6.2 Anti-corruption	8
7. SOCIAL FACTORS	
7.1 Employment, Diversity and Equal Opportunity	9
7.2 Local Communities	11
7.3 Occupational Health and Safety	13
8. ENVIRONMENTAL FACTORS	
8.1 Energy consumption	15
8.2 Environmental Compliance	18
8.3 Supplier Environmental Assessment	19
GRI CONTENT INDEX	20

CORPORATE PROFILE

Sing Holdings Limited (“Sing Holdings” or the “Company”) and its subsidiaries (the “Group”) is a property development and investment group listed on the Mainboard of the Singapore Exchange. Its principal place of business is in Singapore. Since its founding in 1964, it has accumulated development experiences in a wide spectrum of properties ranging from landed houses, condominiums to commercial and industrial buildings.

The Group currently owns a limited service hotel, Travelodge Docklands, in Melbourne and 35 strata units in an industrial building, BizTech Centre, in Singapore.

Our ongoing residential project, Parc Botannia in Singapore is a private condominium development designed with sustainability in mind. In testament to our sustainability effort in adopting the new construction method, Prefabricated Prefinished Volumetric Construction (“PPVC”) technology, the project has won awards in the Asia Pacific Property Awards 2020 in two categories, namely Architecture Multiple Residence and Residential Development, as well as the Building and Construction Authority (“BCA”) Green Mark Award (Gold Plus).

Another ongoing project is North Gaia, a 99-year leasehold executive condominium development in Yishun. Construction has commenced in the third quarter of 2021. As with Parc Botannia, this project will also adopt the PPVC technology.

Please refer to Page 9 of the Company’s Annual Report 2021 for our corporate structure and Pages 77 to 78 for a list of the entities within the Group.

1. ABOUT THE REPORT

This report covers the sustainability practices of the Group for the financial year from 1 January 2021 to 31 December 2021 and will be updated and published annually.

The scope of this report covers the business operations in Singapore undertaken by the Company and its subsidiaries. We have focused our report on our property development activities as we have greater influence over the implementation of the sustainability strategies and initiatives.

This report has been prepared with reference to the Global Reporting Initiative (“GRI”) Standards: Core option. The GRI Standards is an internationally recognised reporting framework and it represents the best practices for guiding organisations understand their outward impacts on the economy, environment and the society. We have adopted it as our reporting framework as it provides a comprehensive range of Environmental, Social and Governance (“ESG”) topics relevant to our operations and enables us to report on their impacts in a comparable and credible way.

We have not obtained independent assurance of the information included in this report, but may consider doing so in the future. We aim to continuously enhance the accuracy and completeness of our disclosures as our sustainability reporting matures.

For feedback or questions on this report, please write to us at enquiries@singholdings.com.

2. BOARD STATEMENT

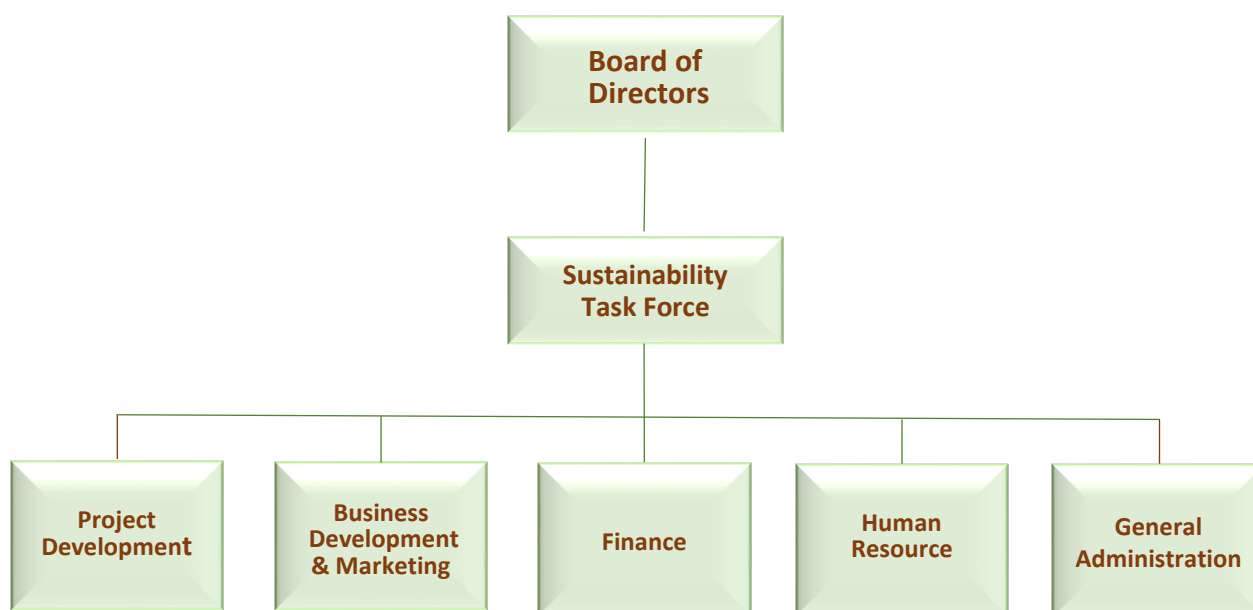
The Board is pleased to present the annual sustainability report of Sing Holdings Limited. This report covers our Group's sustainability practices in 2021 and our management approach relating to the identified material ESG factors.

In 2021, the COVID-19 pandemic continued to impact the global economy bringing about more challenges and uncertainties to businesses and individuals. Amidst the threat presented by the pandemic in a second year, our business operations have evolved and adapted to operating with reduced physical interactions while maintaining our efficiency and productivity. Our work flow has constantly kept in pace with Safe Management measures announced by the Government as we prioritise on the well-being of our stakeholders to ensure a conducive operating environment for all. This has come about from the dedication of our employees and the support of our business partners.

With the impact of climate change getting more pronounced, the efforts against climate change has been intensifying on both international and local fronts. Singapore, in taking firm actions to do its part to build a more sustainable future, has launched the Singapore Green Plan 2030, or the Green Plan in first quarter of 2021. It is a whole-of-nation movement to advance Singapore's national agenda on sustainable development. We, at Sing Holdings, will play our part by bearing in mind the key targets of the Green Plan in the development of our projects with the same objective of improving its environmental impact. In addition to developing quality and sustainable buildings, we are committed to the sustainability of the Group's long term growth so as to enhance returns to all our stakeholders.

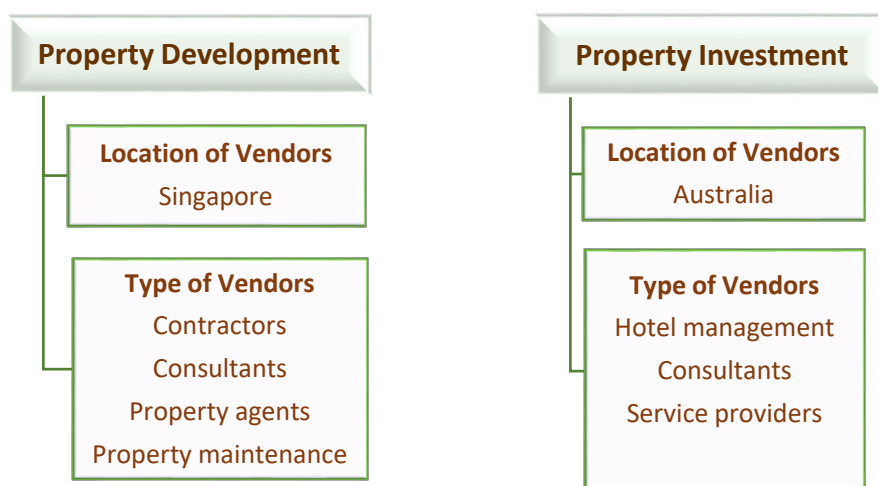
In formulating the Group's business strategies, the Board takes into consideration sustainability issues. The Board, supported by the Sustainability Task Force which comprises representatives from across the various business departments, identifies and reviews the ESG factors which have a significant impact on our business for the year ended 31 December 2021. Each of these ESG factors shall be discussed in this report so as to present a more comprehensive view of the Group to our valued stakeholders.

The Board will continue to oversee the management and governance of these factors to ensure that they remain relevant to our business and our stakeholders.



3. SUPPLY CHAIN

Being a property development and investment group, we are dependent on contractors, consultants and service providers across the countries where our properties are located and in the different activities we undertake. Disruptions to goods and labour supply brought on by the pandemic have made us even more acutely aware of the need for a resilient and diversified supply chain. We will continue to work on enhancing our supplier assessment processes as well as strengthening our existing relationships while exploring opportunities for new partnerships towards building a reliable and resilient supply chain.



4. LIST OF MEMBERSHIPS OF ASSOCIATIONS AND EXTERNAL INITIATIVES

The Company keeps abreast with new developments and trends in the industry, forge ties and maintain relationship with the business communities through participation in the following: -

- Real Estate Developer's Association of Singapore (REDAS)
- Singapore Business Federation
- Building and Construction Authority (BCA) Green Mark
- Workplace Safety and Health Act

5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT





5.1 Stakeholder Engagement





Key stakeholders are identified through our assessment of their involvement in and influence on our business and their vested interests in the Company's performance as well as the impact our operations may have on them.

Engagement with our stakeholders is an important process which allows us to identify their areas of concern and understand their expectations. Various channels of communication have been established to gather their inputs and feedbacks as well as for us to respond to them in a timely manner. Within the Company, representatives from across various business functions meet monthly to update and discuss issues and matters arising from their respective departments. We consider the data sourced from such interactions, externally and internally, when determining our material ESG topics.

During the year, in compliance with Safe Management measures and in consideration of the health and safety of all stakeholders, most meetings have transit to virtual modes. We have leveraged on technology to ensure that the frequency and ease of communications were not hampered by restrictions imposed. For instance, the Annual General Meeting (“AGM”) to be held in April 2022, as similar to the last AGM, will be conducted through electronics means with live audio-visual webcast.

Our modes of engagement are summarised in the table below:

Key Stakeholders	Engagement Methods	Areas of Concern
Investors 	<ul style="list-style-type: none"> ○ Annual general meeting ○ Annual report ○ Financial results announcements ○ Press release ○ Corporate website 	<ul style="list-style-type: none"> ● Financial performance ● Growth strategies ● Corporate governance practices ● Share price performance and dividend policy ● Company’s long-term sustainability ● Timely dissemination of information
Business Partners 	<ul style="list-style-type: none"> ○ Regular meetings ○ Phone and emails ○ On-site visits 	<ul style="list-style-type: none"> ● Financial performance ● Corporate governance practices ● Company’s long-term sustainability
Purchasers and Tenants 	<ul style="list-style-type: none"> ○ Sales hotline ○ Letters, emails and phone ○ Corporate website 	<ul style="list-style-type: none"> ● Quality of properties ● Timely delivery of product ● Timely response to feedback ● Contractual terms and compliance
Contractors and Suppliers 	<ul style="list-style-type: none"> ○ On-site inspections ○ Phone and emails ○ Virtual meetings 	<ul style="list-style-type: none"> ● Regulatory compliance ● Product quality, health and safety ● Occupational health and safety ● Construction progress

Key Stakeholders	Engagement Methods	Areas of Concern
<p>Government and Regulators</p> 	<ul style="list-style-type: none"> ○ On-site inspections ○ Phone and emails ○ Courses and seminars 	<ul style="list-style-type: none"> ● Regulatory compliance ● Adherence to environmental and safety standards
<p>Board of Directors</p> 	<ul style="list-style-type: none"> ○ Board meetings ○ Phone and emails 	<ul style="list-style-type: none"> ● Business objectives and strategies ● Business and financial performance ● Corporate governance ● Risk management ● Company's long-term sustainability
<p>Employees</p> 	<ul style="list-style-type: none"> ○ Management meetings ○ Knowledge sharing sessions ○ Dialogue and feedback sessions ○ Festive celebrations ○ Performance review discussions 	<ul style="list-style-type: none"> ● Fair employment practices ● Remuneration and benefits ● Workplace health and safety ● Job security ● Performance assessment
<p>Community</p> 	<ul style="list-style-type: none"> ○ Feedback channels ○ Enquiry email ○ Corporate social responsibility activities 	<ul style="list-style-type: none"> ● Environment and community impacts ● Health and safety issues

5.2 Materiality Assessment

Economic, environmental and social factors gathered from stakeholders' engagement activities throughout the year, and determined to be most relevant to our stakeholders were reviewed with the factors which the Company considered to have a significant impact and influence on our business operations, in terms of its financial performance as well as being a socially responsible company.

These material ESG factors are prioritised according to their importance to our stakeholders vis-à-vis their significance to our business operations. They are reviewed annually and selected to form the material ESG topics discussed in this Sustainability Report.

Our step-by-step assessment process:



MATERIAL ESG FACTORS

The factors identified in 2021 do not differ from those identified in the report for prior years as our business operations have not changed significantly over the year. These factors will be discussed in detail in this report.




6. GOVERNANCE FACTORS

6.1 Economic Performance

In year 2021, we generated S\$123 million of economic value to our stakeholders, of which S\$108 million was distributed to investors, contractors, employees, government and the community. While 2021 continued to be a challenging year due to the COVID-19 pandemic, achieving long-term sustainable growth and profitability has remained as our focus. We continue to exercise due care and vigilance as we explore property development and investment opportunities in Singapore.

We stay committed in delivering long-term value to our investors, while maintaining a balance between the economic value distributed and economic value retained. We seek to generate sustainable returns by managing it with capital required to explore further opportunities for growth.

	2021 S\$'000	2020 S\$'000
Direct economic value generated	122,808	175,059
Operating costs	93,871	124,533
Employee wages and benefit	3,147	3,406
Payments to providers of capital	6,223	8,966
Payments to government	4,797	8,659
Community investment	5	9
Economic value distributed	108,043	145,573
Economic value retained	14,765	29,486

PERFORMANCE IN FY 2021  Maintained balance between the economic value distributed and economic value retained

TARGET FOR FY 2022  Continue to generate long-term returns to investors

6.2 Anti-corruption

The Company is committed to a high standard of ethical conduct and adopts a zero-tolerance approach to fraudulent practices. We have in place a whistle-blowing procedure by which staff and external parties may raise, in confidence, any concerns about possible improprieties or malpractice in matters of financial reporting or other matters directly to the Chief Executive Officer or any Audit Committee member. All reported cases will be objectively and thoroughly investigated. Anonymous reporting will also be attended to with anonymity honoured.

There were no whistle-blowing letters received during the year 2021.

Directors and staff of the Group are reminded at appropriate times that dealings in the shares of the Company are strictly prohibited. They are briefed on the implications of insider trading and are expected to observe the law on insider trading at all times. They are also discouraged from dealing in the Company's shares on short-term considerations.

Employees were briefed and are expected to adhere strictly to the Company's anti-bribery and anti-corruption practices. They are required to declare and report to the management on gifts received or any conflict of interest they may face in a transparent and timely manner.

The Company has a Conflict of Interest Policy. The Policy sets out the circumstances which may constitute a conflict of interest and provides guidance to employees in the avoidance and handling of conflict of interest. All employees are required to provide an annual declaration to disclose any actual or potential conflict of interest, or to confirm otherwise.

In FY 2021, we have met our target of adherence to anti-bribery and anti-corruption practices. There was no incidents of bribery and corruption.

PERFORMANCE IN FY 2021  No incidents of bribery and corruption

TARGET FOR FY 2022  Ensure adherence to anti-bribery and anti-corruption practices

7. SOCIAL FACTORS

7.1 Employment, Diversity and Equal Opportunity

At Sing Holdings, our employees are our valued assets. It has been our focus in ensuring their mental well-being, health and safety especially during this Covid-19 pandemic.

We stay actively engaged with our employees to minimise the disruptions they might face arising from telecommuting. Changes in safe management measures were promptly implemented and disseminated to employees so as to ensure company-wide adherence. Employees were provided with adequate supplies of approved antigen repaid test kits to ensure a safe working environment for all.

Healthy and happy employees will contribute positively to the growth of the Company. We aim to support each employee in their job ability so as to enable them to perform to their maximum potential, confidently, while deriving a sense of job satisfaction. Employees are fairly remunerated without discrimination against gender and age. In addition, employees are adequately provided with benefits such as medical insurance and healthcare coverage to provide them with a peace of mind.

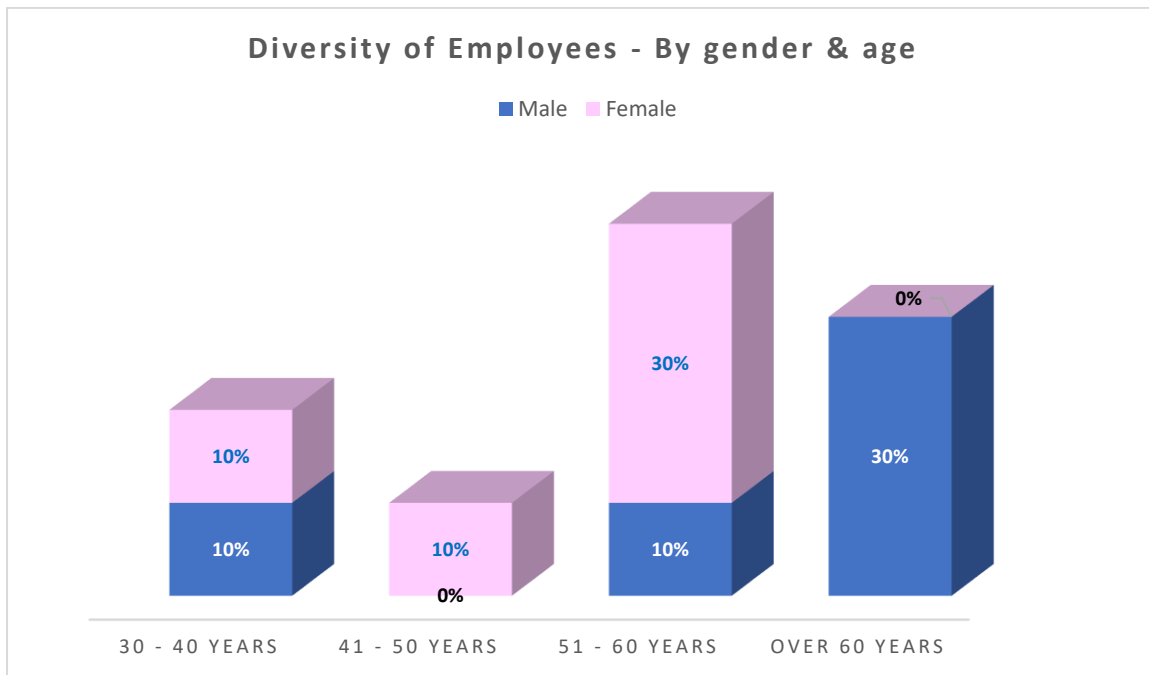
We value the wealth of experience in our long-serving employees and do not impose mandatory retirement age. This is evident not only in our stable headcount; more than half of our workforce have dedicated more than 20 years of their service to the Company. Their competence and dedication in their respective roles are crucial for the Company to operate efficiently and effectively.

While we strive to maintain an optimal headcount, we recognise the importance for diversity in knowledge and expertise within our workforce.

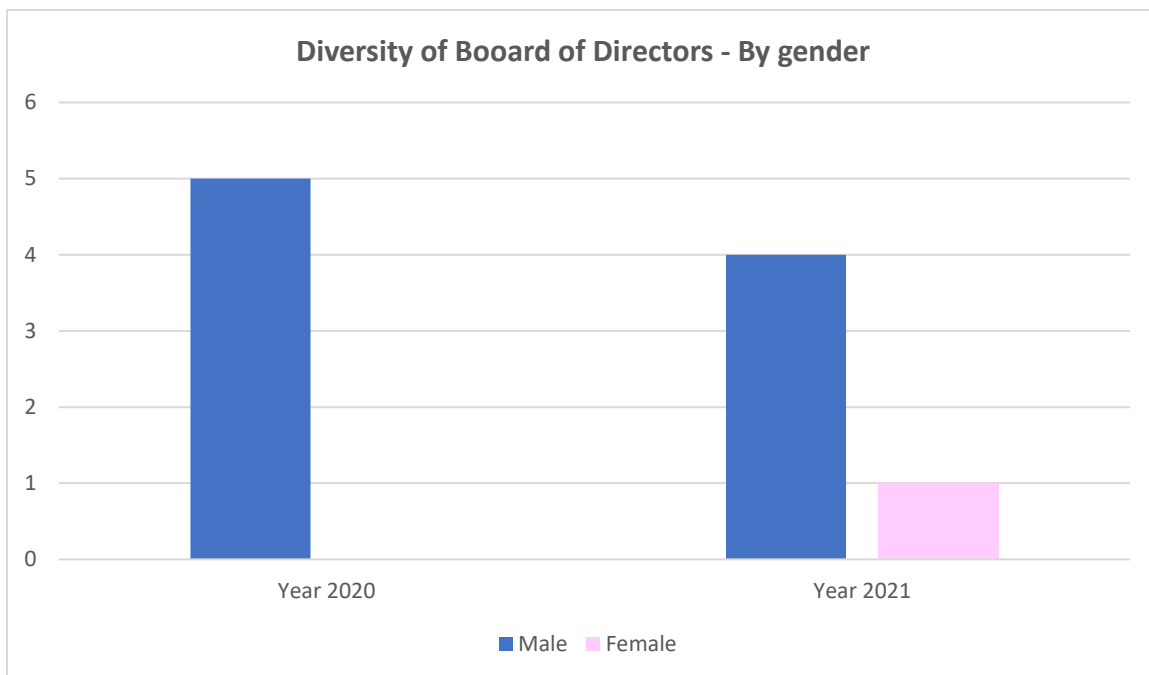
We are committed to creating an inclusive and safe work environment without gender and age bias. In year 2021, we continued to have a well-balanced work force in gender. In the area of age diversity, we will work towards rejuvenating the work force with younger hires. In the recent 2 years, our new hires were below 40 years of age.

PERFORMANCE IN FY 2021  Maintained diversity and a well-balanced work force

TARGET FOR FY 2022  Retain and sustain our stellar team through fair and equal treatment



With the appointment of Ms Chung Foh Ching as a new Director in 2021, one out of five directors on the Board is female.



7.2 Local Communities

No business can function effectively in isolation from the society. A stable and unified society produces a healthy, reliable workforce and provides a conducive business environment which in turn, contribute to overall economic growth. At Sing Holdings, we believe in doing our part in giving back to the community.

Causes We Have Supported

Our annual donation to Singapore Chung Hwa Medical Institution in support of its objective in providing subsidised Traditional Chinese Medical care to the sick regardless of race and religion.

Our Community Work

Hampered by the restrictions imposed by safe distancing measures, we were unable to carry out our annual community work program in 2021. We look forward to resuming the program in a safe manner while exploring ways in which we can contribute meaningfully to the community.

Our Interactions with the local community

Being highly aware of the impact that our property development activities may have on the safety and well-being of the community in the vicinity of our site, we have taken the following measures at our projects.

Parc Botannia: -

- During the course of constructing Parc Botannia, feedbacks from the neighbours are attended to promptly. With the understanding of the neighbours and the implementation of proactive engagement with the neighbours, the project has been completed with minimal inconveniences and nuisance to the neighbourhood.
- For the construction of the Public Park, we and our appointed arborist actively seek the advice and guidance of the National Parks Board. Healthy trees have been identified at the onset and tree protection zones for such trees have been set up to ensure that the construction works will not adversely affect the health of the tree. A few trees which have been identified to be worthy of preservation have been successfully nursed back to health through the application of bio stimulant as advised by our arborist.
- For the residents along Jalan Kayu, there is direct access to the Thanggam LRT station via an existing foot bridge, albeit for able bodied persons only. In developing the Public Park, we have incorporated an additional ramp to allow barrier-free access to the LRT station for the handicapped persons without significant changes to the existing topography of the site.

North Gaia Showflat: -

When erecting our showflat, we endeavour to minimise inconveniences to the nearby residents. The following are some measures we have taken: -


- Restrict work activities to the site and not to encroach into the road reserve.
- Ensure that building materials, construction debris or equipment do not cause obstruction along the road.
- Ensure no indiscriminate parking along the existing roads during showflat visitation hours.

North Gaia: -

At the early planning stage of the development, we reached out to the residents in the vicinity by sending them a flyer to assure them of our efforts in minimising disturbances and inconveniences to the neighbourhood and in ensuring their health and safety during the development period. Contact details were provided to receive their feedback and concerns.

Following the first communication, we followed up by sending the local community a second flyer before commencement of construction. More information such as the tentative programme for the construction works, mandatory working hours and measures to be implemented by our appointed main contractor are shared with the residents. We also shared a list of improvement works that will be carried out in the vicinity of the development by us to better serve the residents and public. They could convey their feedback on the design or layout of our proposed development through the contact details we have provided.

We believe in maintaining open communication with the community impacted by our business activities to enable us to understand their vulnerability, consider their views and thus better address their concerns. In the process of carrying out our business, not only do we endeavour to minimise disturbances to the surroundings, we look out for improvement features which we can incorporate to benefit the public as well.

PERFORMANCE IN FY 2021  Engaged community who are impacted by our development activities
Annual community work program was disrupted

TARGET FOR FY 2022  Explore meaningful ways in which we can contribute to the society

7.3 Occupational Health and Safety

Maintaining an injury-free and healthy workforce will lead to higher morale and productivity which in turn, enhances our competitive edge in business.

The safety-first work culture at worksite requires close co-operation with our contractors and suppliers, thus we are stringent in our selection of our contractors and suppliers. One important selection criteria is for our contractors to have in place an effective management system to deal with workplace health and safety matters, preferably with OHSAS 18001 certification or its equivalent. We take a strong stance in complying with policies and guidelines on health and safety and constantly remind our contractors to uphold and adhere with all applicable legislations and requirements.

There is a close collaboration and periodic check on our construction counterparts by our Project Development team to ensure the safety aspects at site are adhered to. Our construction counterparts are required to submit monthly reports on accident occurrence rate and severity to our Project Development team for their tracking and monitoring. During the weekly meetings, our team will actively discuss safety issues with them and ensure that in-depth investigation is carried out for all accidents and appropriate preventive actions are taken to address any health and safety risk.

Safety at North Gaia

- ❖ Stringent Design for Safety (DFS) parameters are set during early design and planning stage. We have engaged a DFS consultant right from the early design and planning stage to ensure that any safety concerns arising from the development process from layout planning to meticulous building details are duly addressed. Standard Operating Procedures for periodic maintenance at post construction stage are also set out.
- ❖ During weekly meetings with our construction counterparts, safety issues arising from design proposals will be brought up and proactive preventive measures will be incorporated or alterations to design proposal will be made if necessary.
- ❖ Similar to Parc Botannia, the PPVC technology is adopted at North Gaia for its advantages. Safety considerations start as early as at its planning and design stage. Our design at the onset will take into consideration the ease of manufacturing off-site and efficiency of assembly on-site. By adopting the PPVC method, most of the work force are moved off-site to a controlled and safe industrial environment to complete precast and prefinished works, reducing the number of workers working on-site thus reducing the occurrence of worksite safety hazards. In addition, PPVC modules done off-site with pre-planned work flow offers a safer, less dusty and less noise-polluted working environment for the workers working off-site.



Safety in times of COVID-19

The COVID-19 pandemic continued to disrupt construction activities in year 2021. To keep up with construction progress while ensuring compliance with Government guidelines for safe operation, our Project Development team had worked very closely with our construction counterparts to support the implementation of safe management measures to curtail the risk of infection of workers at site. Workflow had to be re-designed and timelines had to be adjusted for the health and safety of the workers at site.

For our employees, the Company has adopted safe distancing measures and work arrangement practices prescribed by the Government. Our employees co-operated with telecommuting, split team arrangements and staggered work hours which were implemented as business continuity measures. Employees were instructed to carry out and report their Antigen Rapid Test (ART) results should they require to be physically present in the office.

PERFORMANCE IN FY 2021  No incidence of work related fatalities

TARGET FOR FY 2022  Maintain record of zero incidence of work-related fatalities

8. ENVIRONMENTAL FACTORS

8.1 Energy Consumption

Parc Botannia

The Singapore Green Plan 2030 includes a strong push to electrify our vehicle population, which would help Singapore achieve our vision of 100% cleaner energy vehicles by 2040. The accessibility of charging infrastructure is vital for encouraging electric vehicle (“EV”) adoption. In support of the Land Transport Authority’s target of 60,000 EV charging points by 2030, we have proactively incorporated an electric vehicle charging system at Parc Botannia. We have partnered with City Energy for their first Go charging installation in Singapore. With their launch on 19 April 2022 held at Parc Botannia, its first EV charge points became operationally available for our residents at Parc Botannia. Going forward, Go charge points will be available in more condominiums, including our executive condominium project, North Gaia.



A car being charged using a Go charger at Parc Botannia condominium in Sengkang on April 19, 2022. ST PHOTO: CHRISTOPHER TAN



Parc Botannia is the first private condominium to see charging stations operated by Go by City Energy

North Gaia

We have as part of our Project Development team, our Certified Green Mark manager who works closely with our consultants, contractors and stakeholders to incorporate environmental friendly features throughout the development process. This green effort is encompassed in our design in Parc Botannia as well as our upcoming project North Gaia.

Unit Design

North Gaia is designed with passive design strategy and strong environmental concern in mind. Approximately 85% of the units are designed with north-south angled orientation for minimum heat exposure. Rooms are designed to receive natural ventilation and daylight thus improving indoor thermal comfort, minimising reliance on indoor air-conditioning. This will in turn reduce electricity consumption.

Our introduction of horizontal ledge at each floor will serve as a good sun-shading device for the units. Coupled with good shading co-efficient window glazing system, the solar heat gain in indoor spaces will be further reduced, achieving a Residential Envelope Transmittance Value of 19.63W/m².



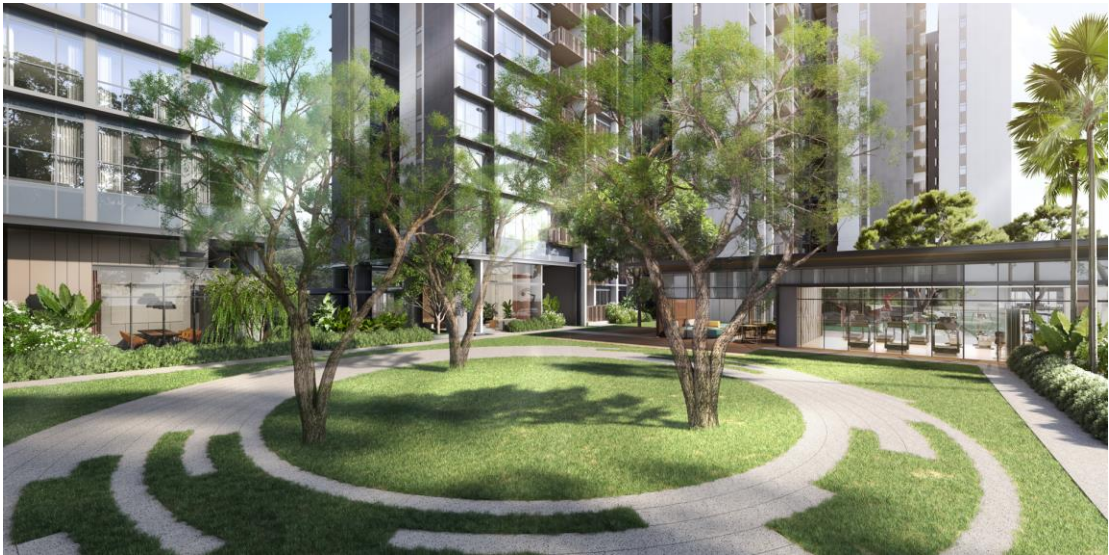
North Gaia (artist impression)

Common Area Design

- ✓ The common lift lobby at each block are strategically designed to receive natural cross ventilation and natural daylighting to reduce our reliance on mechanical ventilation and artificial lighting
- ✓ Use of energy saving LED lights at all common areas
- ✓ Use of energy efficient lifts at all blocks
- ✓ Use of low volatile organic compound paint

Green Features

- ✓ Adopting the Pneumatic Waste Conveyance System (PWCS) to reduce odour and pest problem at the common area
- ✓ Adopting double refuse chutes at each block to separate the recyclable from non-recyclable waste
- ✓ Carefully planned overall development layout, with spacious balcony to allow residents views of greenery of the Khatib Bongsu Nature Park, internal pool view or internal green landscape view for achieving a well-balanced work, live and play lifestyle



North Gaia (artist impression)

- ✓ Ample co-working spaces for residents to enjoy a conducive working environment from the comfort of their place of residence.



North Gaia (artist impression)

Green Efforts in the Office

In keeping up with the Company's green initiatives and sustainability efforts, we have discontinued the practice of mailing our annual reports to shareholders. Digital version of the annual report is made available on our corporate website for viewing and download. We are heartened that our shareholders have responded positively to the digital version. It has led us to further reduce our carbon footprint by not having our annual report for FY2021 printed.

Digitalisation of Sale Booking Process

Riding on the wave of digital transformation, we have digitalised our sales process at North Gaia through the adoption of a digital sale management platform – Showsuite. From registering their interest to signing the purchase documents, buyers can now do so digitally and remotely. This enables us to carry out our marketing activities while ensuring that Safe Management measures are adhered to and the well-being of our interested buyers and sales team are taken care of. In addition, using a digital sale management system significantly reduces the need to print and collate documents, thus reducing paper usage and saving time and manpower.

PERFORMANCE IN FY 2021  Designed and implemented ways to reduce energy consumption and enhance living experience

TARGET FOR FY 2022  Continue to explore ways to reduce environmental footprint

8.2 Environmental Compliance

Maintaining a strong compliance record is essential to our operational efficiency as well as for the upkeep of our reputation. Operating in a highly regulated industry entails strict adherence to terms governing our licences for operation. This is crucial to the sustainability of our business by avoiding unnecessary time loss and incurring extra costs on rectifying non-compliance, fines and penalties.

Our Project Development team work very closely with the consultants and construction counterparts who are ISO 14000 certified to ensure that effective environmental management programmes are adhered to. The environmental performance indicators at our development sites are monitored against their Environmental Management programmes and immediate actions are taken to rectify any non-compliant practices.


Our Project Development team inculcates good practices by monitoring wastages and resource consumption and strongly encourages our construction counterparts to explore innovative use of recyclable materials at the worksite.

As part of our sustainability initiatives, a special Outline Design Brief, which outlines our minimum sustainability standards is disseminated to all our contractors and consultants to ensure our green approaches are met.

In addition, we work closely with government bodies such as the Urban Redevelopment Authority, National Environment Agency, BCA and Land Transport Authority to stay constantly updated with new or revised rules and regulations so as to keep up with our compliance effort.

The Company has not been served notice of fines or non-monetary sanctions for non-compliance with environmental laws and regulations in year 2021.

PERFORMANCE IN FY 2021  No incidence of non-compliance with environmental laws and regulations

TARGET FOR FY 2022  Maintain record of no incidents of non-compliance with environmental laws and regulations

8.3 Supplier Environmental Assessment

To achieve our stipulated sustainability requirements, we believe in teaming up with like-minded construction counterparts and suppliers who similarly engage in sustainable practices. In this way, we are assured of their commitment and cooperation in addressing issues pertaining to quality, environmental management and workplace health and safety.

We assess the environmental accountability of our contractors or suppliers by requiring the shortlisted candidates to submit their company's track records and documents outlining their commercial and technical capabilities for our assessment.

Areas assessed include but are not limited to: -

- Site safety and health performance record
- Construction Quality Assessment System ("CONQUAS") scores achieved for previous projects
- Attainment of Green and Gracious Builder Award which recognises progressive builders who adopt environmentally friendly practices
- Project Quality Plan ("PQP") with environmental management program.

Preference is given to contractors and suppliers with good track records who similarly engage in sustainable practices and have a management system that is certified to the ISO 14001 standards or its equivalent. Otherwise, they will be required to demonstrate that they have an effective management system in place to deal with environmental matters.

Our Project Development team will carry out desk-top evaluation based on the submitted documents, to be followed by interviews and where necessary, visit to their factories or facilities to assess the effectiveness of their management systems.

Our in-house Certified Green Mark manager ensures that our commitment to BCA Green Mark Scheme is achieved by: -

- ❖ conducting rigorous check on each of the items committed to BCA from project planning to completion stage;
- ❖ ensuring proper recordkeeping of declared environmental friendly items; and
- ❖ monitoring our construction counterpart's adherence to the Singapore Green Building Product ("SGBP") Certification Scheme by perusing the issued certificates periodically.

PERFORMANCE IN FY 2021  Adhered to our selection process

TARGET FOR FY 2022  Continue to enhance our selection process and update our requirements

GRI CONTENT INDEX

The GRI Content Index references Sing Holdings Limited Sustainability Report 2021 and the Annual Report 2021.

GRI Standards	Disclosure Title	Page Reference & Remarks
GENERAL DISCLOSURES		
102 – 1	Name of the organisation	Page 2
102 – 2	Activities, brands, products, and services	Page 2
102 – 3	Location of headquarters	Page 2
102 – 4	Location of operations	Page 2
102 – 5	Ownership and legal form	Page 2
102 – 6	Markets served	Page 2
102 – 7	Scale of the organisation	Page 2
102 – 8	Information on employees and other workers	Page 9
102 – 9	Supply chain	Page 4
102 – 10	Significant changes to the organisation and its supply chain	No significant changes
102 – 11	Precautionary principle or approach	AR 2021: Page 27 - 28
102 – 12	External initiatives	Page 4
102 – 13	Membership of associations	Page 4
102 - 14	Statement from senior decision-maker	Page 3
102 -16	Values, principles, standards, and norms of behaviour	Page 8
102 - 18	Governance structure	Page 3 & AR 2021: Page 10 – 13
102 – 40	List of stakeholder groups	Page 5 - 6
102 – 41	Collective bargaining agreements	Nil
102 – 42	Identifying and selecting stakeholder engagement	Page 5 - 6
102 – 43	Approach to stakeholder engagement	Page 5 - 6
102 – 44	Key topics and concerns raised	Page 5 - 6
102 – 45	Entities included in the consolidated financial statements	AR 2021: Page 77 - 78
102 – 46	Defining report content and topic boundaries	Page 2
102 – 47	List of material topics	Page 7
102 – 48	Restatements of information	Nil
102 – 49	Changes in reporting	Nil
102 – 50	Reporting period	Page 2
102 – 51	Date of most recent report	31 May 2021
102 – 52	Reporting cycle	Page 2
102 – 53	Contact point for questions regarding the report	Page 2

GRI Standards	Disclosure Title	Page Reference & Remarks
102 – 54	Claims of reporting in accordance with the GRI Standards	Page 2
102 – 55	GRI content index	Page 20 - 21
102 – 56	External assurance	Nil
TOPIC-SPECIFIC DISCLOSURES		
	Economic Performance	
103–1/2/3	Management approach	Page 8
201 - 1	Direct economic value generated and distributed	Page 8
	Anti-corruption	
103–1/2/3	Management approach	Page 8
205 - 2	Communication and training about anti-corruption policies and procedures	Page 8
	Energy Consumption	
103–1/2/3	Management approach	Page 15
302 - 4	Reduction of energy consumption	Page 15
	Environmental Compliance	
103–1/2/3	Management approach	Page 18
307 - 1	Non-compliance with environmental laws and regulations	Page 18
	Supplier Environmental Assessment	
103–1/2/3	Management approach	Page 19
308-1	New suppliers that were screened using environmental criteria	Page 19
	Employment	
103–1/2/3	Management approach	Page 9
401- 1	New employee hires and employee turnover	Page 9
	Diversity and Equal Opportunities	
103–1/2/3	Management approach	Page 9
405- 1	Diversity of governance bodies and employees	Page 9
	Local Communities	
103–1/2/3	Management approach	Page 11
413- 1	Operations with local community engagement, impact assessments, and development program	Page 11
	Occupational Health and Safety	
103–1/2/3	Management approach	Page 13
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 13